

DOD CIVILIAN DEMOGRAPHICS AS OF DEC 31, 2008

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APPROPRIATED FUND

DOD CIVILIAN OVERVIEW

DOD SENIOR LEADER OVERVIEW

NON APPROPRIATED FUND

LOCAL NATIONALS

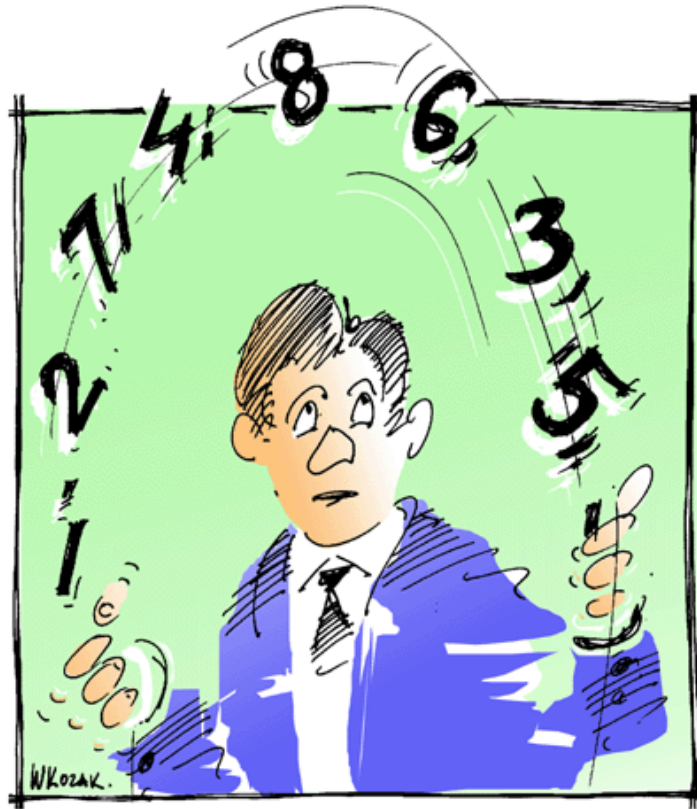


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Non Appropriated Fund

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*Non Appropriated Fund data provided by DMDC. Per DMDC, RNO and Ethnicity are two different fields. The data in the race category includes people of any ethnic preference (Hispanic/non-Hispanic). The 'Hispanic' ethnicity category groups the data into Hispanic/non-Hispanic categories and is based on the same population used to identify race.

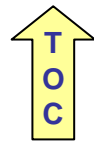
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Local Nationals

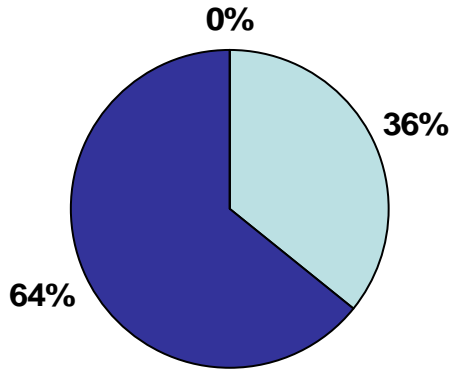
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APPROPRIATED FUND

DoD Civilian Overview (Appropriated Fund)

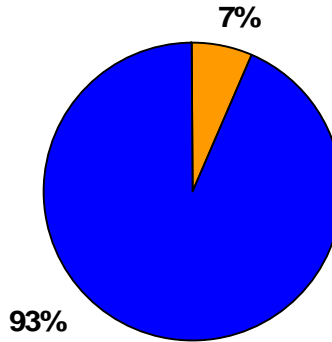


Gender



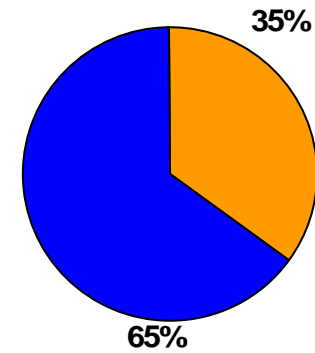
Female Male Not Specified

Disability



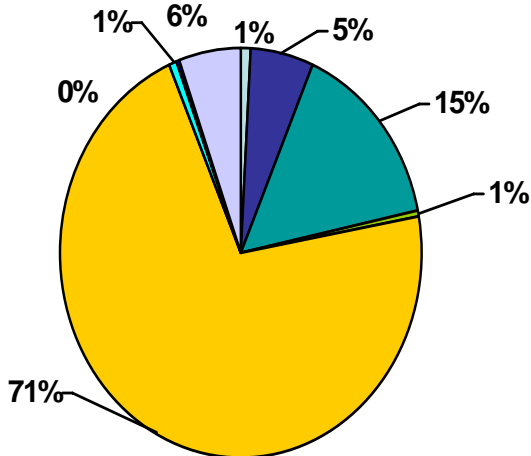
Disability No Disability

Education



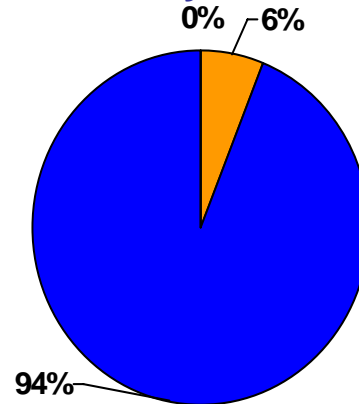
College or Higher No College Degree

Race Designation



American Indian or Alaska Native
 Asian
 Black or African American
 Native Hawaiian or Other Pacific Islander
 White
 Multiracial
 Identity Pending
 Race Unspecified

Ethnicity

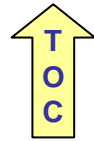


Hispanic Non Hispanic Ethnicity Unspecified

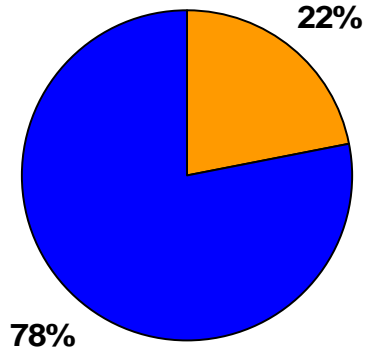
Blue/White Collar

Bargaining/Non Bargaining Unit

DoD Senior Leader* Overview (Appropriated Fund)

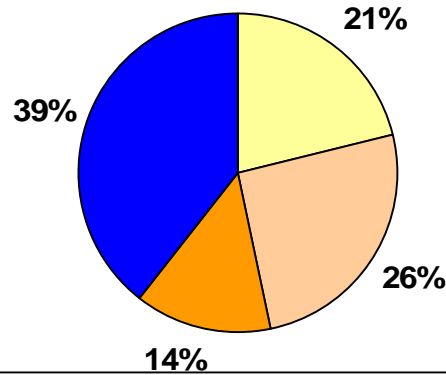


Gender



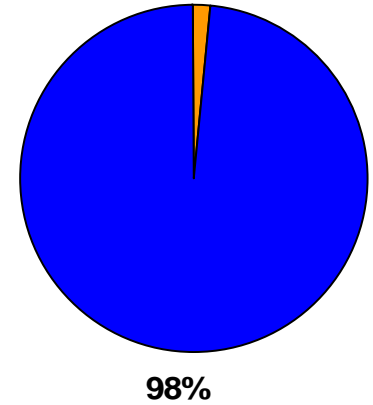
Female Male

Components



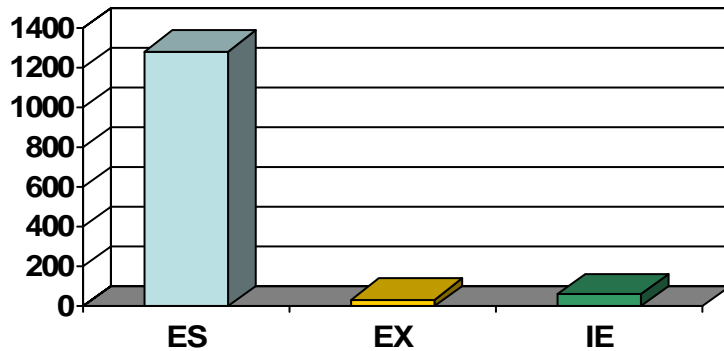
Army Navy Air Force DoD Agencies

Ethnicity



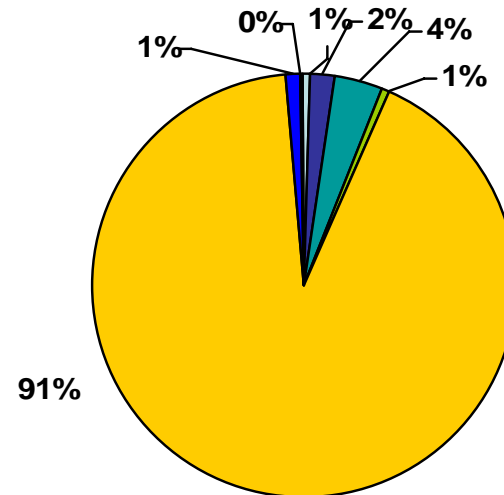
Hispanic Not Hispanic

ES,EX,IE Pay Plans



ES EX IE

Race Designation

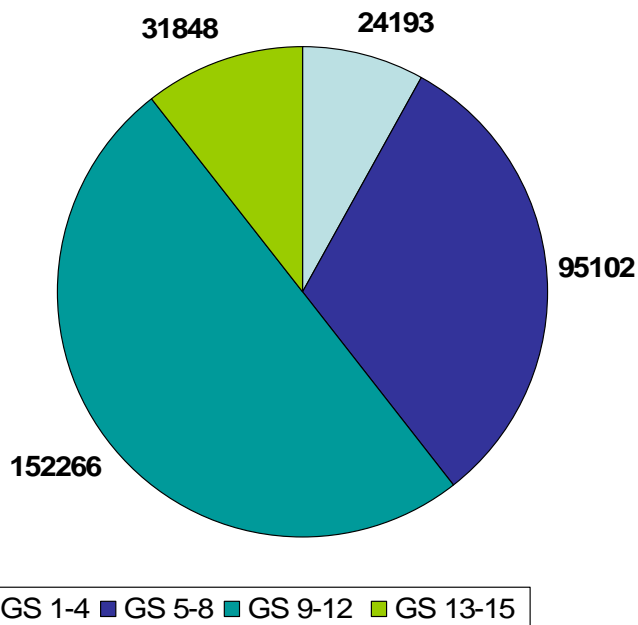


American Indian or Alaska Native Asian
Black or African American Multiracial
White Race Unspecified

Senior Leader Details

*Includes ES, EX, IE Pay Plans
Percentages compared to total Senior Leader population (1,384)

General Schedule (Appropriated Fund)

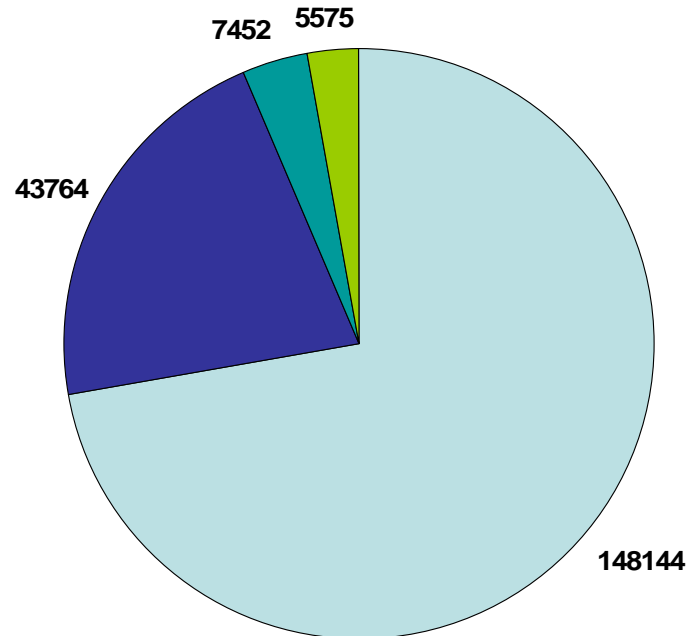


GS and Equivalent*	Total	% Compared To Total GS and Equivalent*	% Compared To Total Appropriated Fund Population
GS 1-4	24193	7.97%	3.40%
GS 5-8	95102	31.34%	13.35%
GS 9-12	152266	50.19%	21.38%
GS 13-15	31848	10.50%	4.47%
Total	303409	100.00%	42.60%

Total Appropriated Fund Population 712,229

*Includes GS, GM, GG and GL Pay Plans

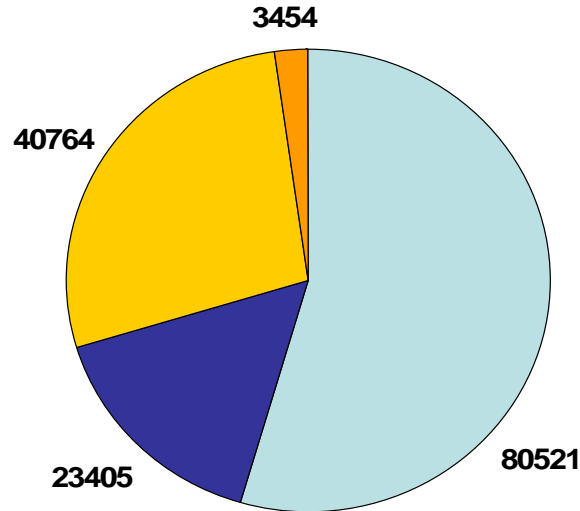
National Security Personnel System (Appropriated Fund)



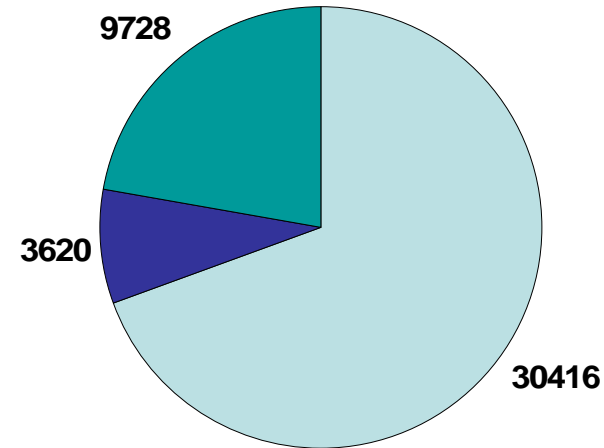
- Standard Career Group (YA, YB, YC, YP Pay Plans)
- Scientific and Engineering Career Group (YD, YE, YF Pay Plans)
- Medical Career Group (YG, YH, YI, YJ Pay Plans)
- Investigative and Protective Services (YK, YL, YM, YN Pay Plans)

National Security Personnel System			
	Total	% Compared To Total NSPS	% Compared To Total Appropriated Fund Population
Standard Career Group (YA, YB, YC, YP Pay Plans)	148144	72.29%	20.80%
Scientific and Engineering Career Group (YD, YE, YF Pay Plans)	43764	21.36%	6.14%
Medical Career Group (YG, YH, YI, YJ Pay Plans)	7452	3.64%	1.05%
Investigative and Protective Services (YK, YL, YM, YN Pay Plans)	5575	2.72%	0.78%
Total	204935	100.00%	28.77%

National Security Personnel System (Appropriated Fund)



Professional/Analytical (YA) Technical/Support (YB)
 Supervisor/Manager (YC) Student (YP)



Professional (YD) Technical/Support (YE)
 Supervisor/Manager (YF)

Standard Career Group	Total	% Compared To Total Standard Career Group	% Compared To Total Appropriated Fund Population
Professional/Analytical (YA)	80521	54.35%	11.31%
Technical/Support (YB)	23405	15.80%	3.29%
Supervisor/Manager (YC)	40764	27.52%	5.72%
Student (YP)	3454	2.33%	0.48%
Total	148144	100.00%	*20.80%

Total Appropriated Fund Population 712,229

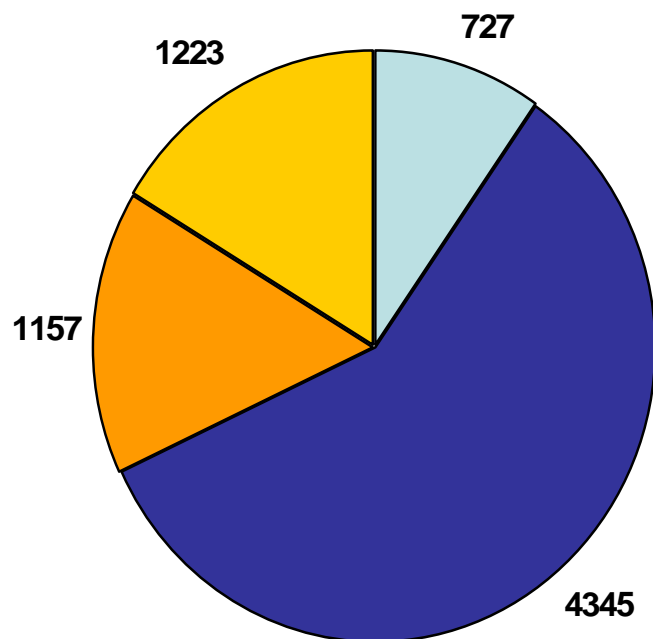
** Percentage shown in this report may not add to totals due to rounding

Scientific and Engineering Career Group	Total	% Compared To Scientific and Engineering Career Group	% Compared To Total Appropriated Fund Population
Professional (YD)	30416	69.50%	4.27%
Technical/Support (YE)	3620	8.27%	0.51%
Supervisor/Manager (YF)	9728	22.23%	1.37%
Total	43764	100.00%	*6.14%

Total Appropriated Fund Population 712,229

** Percentage shown in this report may not add to totals due to rounding

National Security Personnel System (Appropriated Fund)

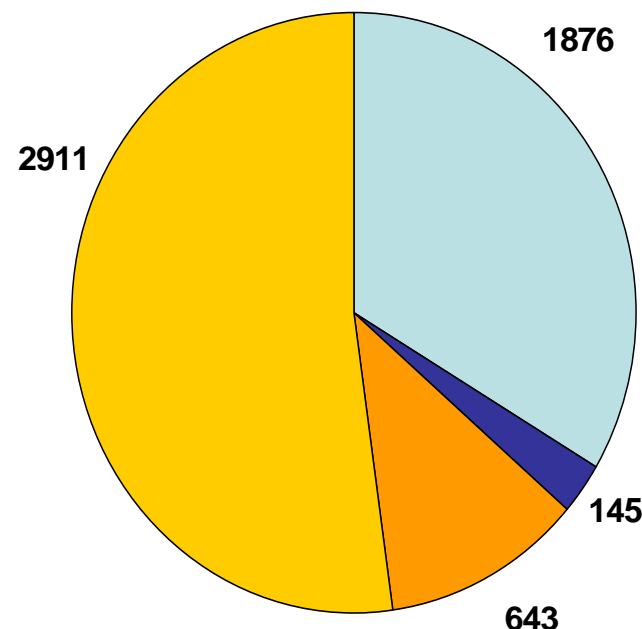


Physician/Dentist (YG)	Professional (YH)
Technician/Support (YI)	Supervisor/Manager (YJ)

Medical Career Group	Total	% Compared To Total Medical Career Group	% Compared To Total Appropriated Fund Population
Physician/Dentist (YG)	727	9.76%	0.10%
Professional (YH)	4345	58.31%	0.61%
Technician/Support (YI)	1157	15.53%	0.16%
Supervisor/Manager (YJ)	1223	16.41%	0.17%
Total	7452	100.00%	*1.05%

Total Appropriated Fund Population 712,229

** Percentage shown in this report may not add to totals due to rounding



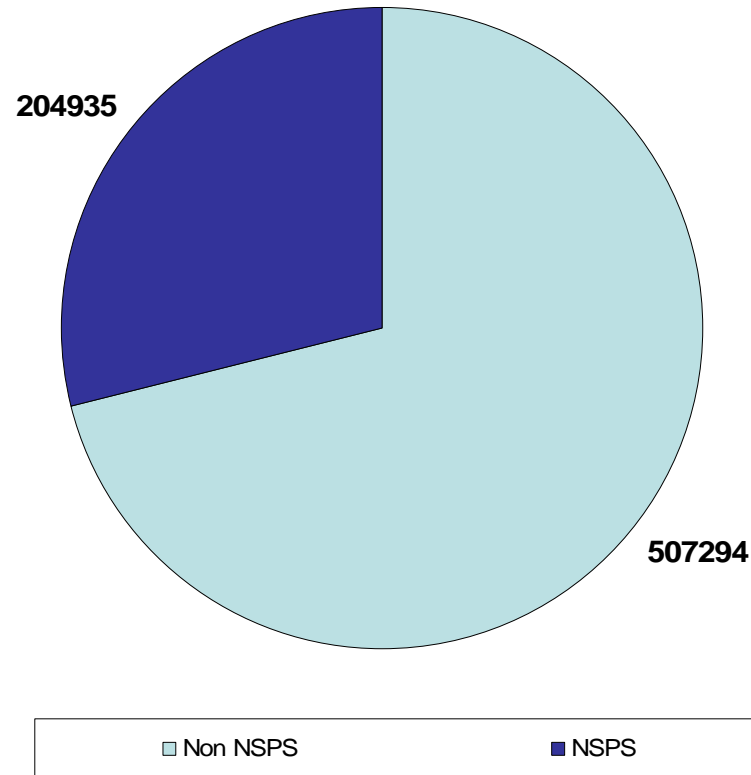
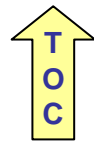
Investigative (YK)	Fire Protection (YL)
Police/Security Guard (YM)	Supervisor/Manager (YN)

Investigative and Protective Services	Total	% Compared To Total Investigative and Protective Services	% Compared To Total Appropriated Fund Population
Investigative (YK)	1876	33.65%	0.26%
Fire Protection (YL)	145	2.60%	0.02%
Police/Security Guard (YM)	643	11.53%	0.09%
Supervisor/Manager (YN)	2911	52.22%	0.41%
Total	5575	100.00%	*0.78%

Total Appropriated Fund Population 712,229

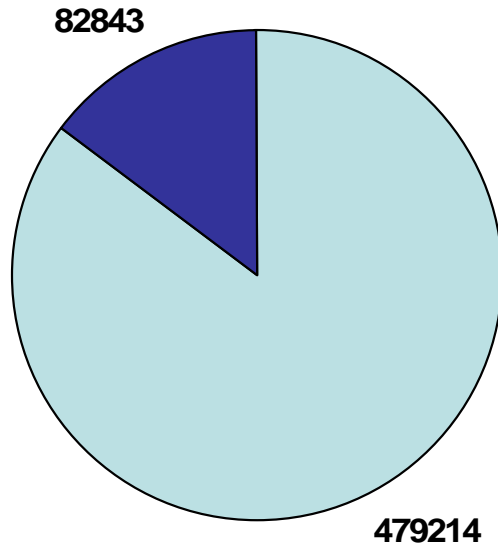
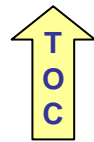
** Percentage shown in this report may not add to totals due to rounding

Non NSPS vs NSPS (Appropriated Fund)

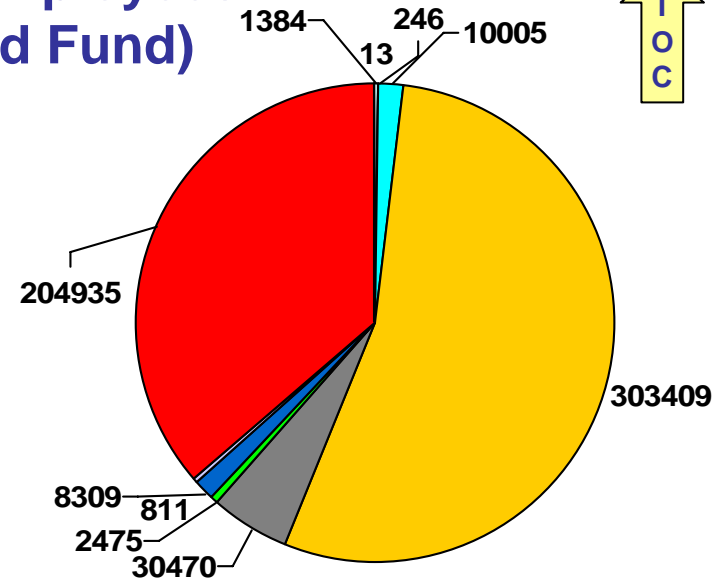


Non NSPS Vs NSPS Population		% Compared To Total Appropriated Fund Population
	Total	
Non NSPS	507294	71.23%
NSPS	204935	28.77%
Total Appropriated Fund Population	712229	100.00%

White Collar Employees (Appropriated Fund)



□ Non Supervisor ■ Supervisor



- Executive (ES,EX,IE)
- IP,SL,ST
- Administratively Determined
- GS and Equivalent
- Lab/Demos
- IA
- Teachers (TP)
- CA,ED,EE,EF,EG,EH,EI,SR(Experts & Consultants & Advisory Members)
- NSPS
- Unknown

Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/ Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	479214	85.26%	67.28%
Supervisor	82843	14.74%	11.63%
Total	562057	100.00%	78.92%

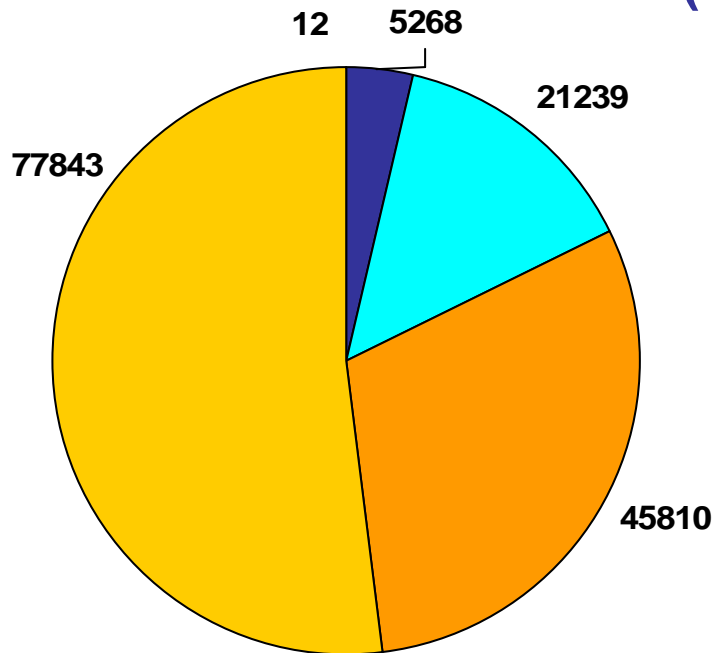
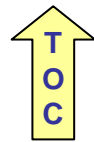
Total Appropriated Fund Population 712,229

White Collar Employees	Total	% Compared To Total White Collar Employees	% Compared To Total Appropriated Fund Population
Executive (ES,EX,IE)	1384	0.25%	0.19%
IP,SL,ST	246	0.04%	0.03%
Administratively Determined	10005	1.78%	1.40%
GS and Equivalent	303409	53.98%	42.60%
Lab/Demos	30470	5.42%	4.28%
IA	2475	0.44%	0.35%
Teachers (TP)	8309	1.48%	1.17%
CA,ED,EE,EF,EG,EH,EI,SR(Experts & Consultants & Advisory Members)	811	0.14%	0.11%
NSPS	204935	36.46%	28.77%
Nonapplicable (ZZ Pay Plan)	13	0.00%	0.00%
Total	562057	100.00%	78.91%

Total Appropriated Fund Population 712,229

DCPDS data as of Dec 31, 2008

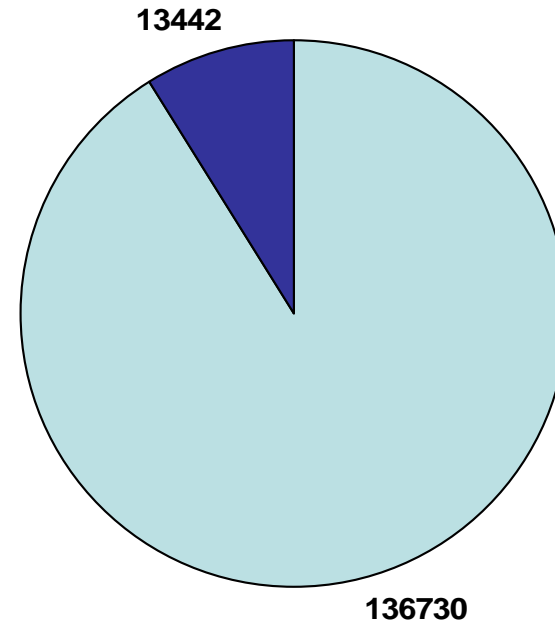
Blue Collar Workforce (Appropriated Fund)



☐ Administratively Determined
☐ WG/WL/WS 0-5 and Equivalent
☐ WG/WL/WS 10+ and Equivalent
☐ Maritime Pay Schedules (WM)
☐ WG/WL/WS 6-9 and Equivalent

Blue Collar Employees	Total	% Compared To Total Blue Collar Employees	% Compared To Total Appropriated Fund Population
Administratively Determined	12	0.01%	0.00%
Maritime Pay Schedules (WM)	5268	3.51%	0.74%
WG/WL/WS 0-5 and Equivalent	21239	14.14%	2.98%
WG/WL/WS 6-9 and Equivalent	45810	30.51%	6.43%
WG/WL/WS 10+ and Equivalent	77843	51.84%	10.93%
Total	150172	100.00%	21.08%

Total Appropriated Fund Population 712,229



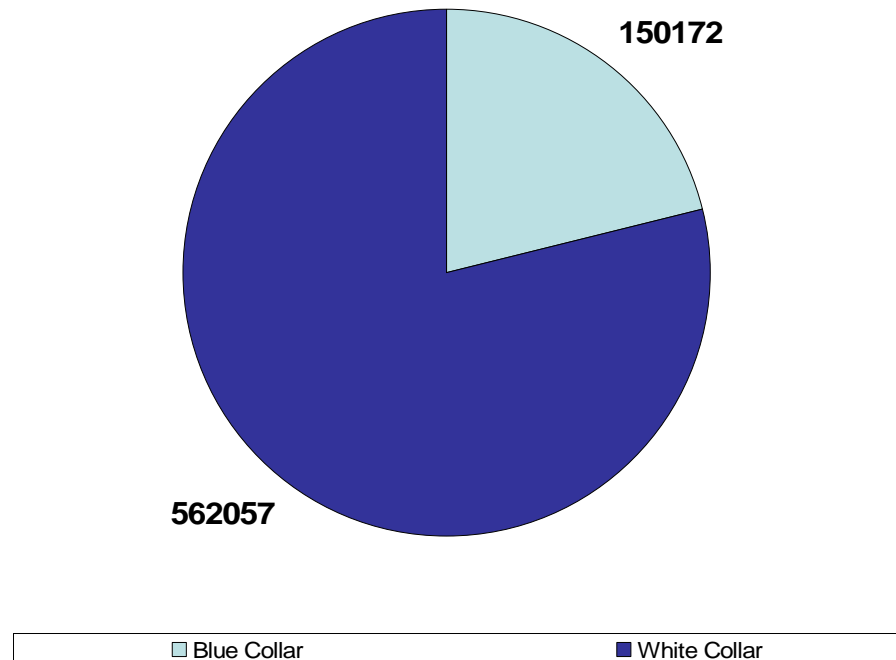
☐ Non Supervisor
☐ Supervisor

Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	136730	91.05%	19.20%
Supervisor	13442	8.95%	1.89%
Total	150172	100.00%	21.08%

Total Appropriated Fund Population 712,229

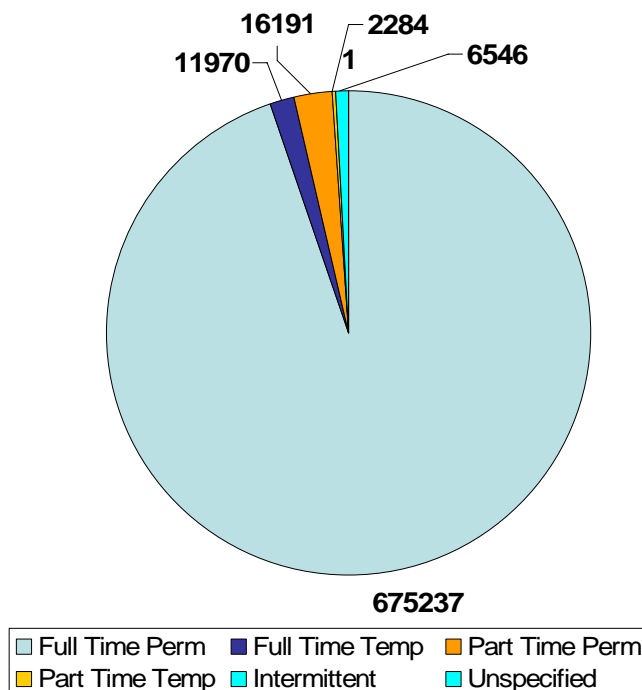
DCPDS data as of Dec 31, 2008

Blue Collar vs White Collar (Appropriated Fund)



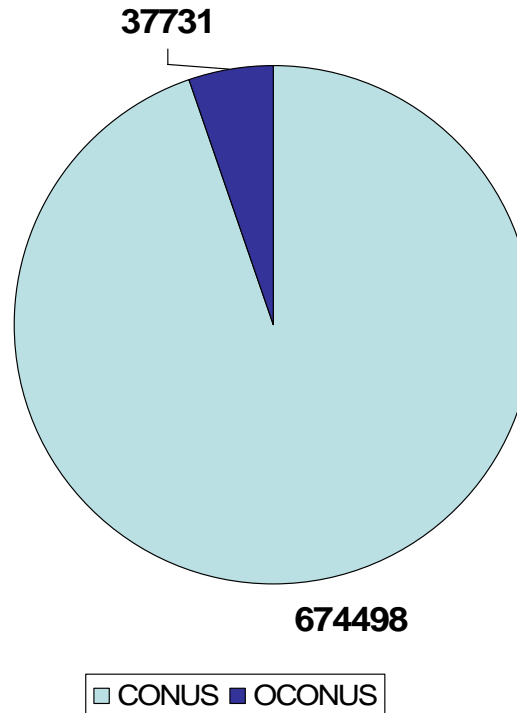
Blue and White Collar		% Compared To Total Appropriated Fund Population
	Total	
Blue Collar	150172	21.1%
White Collar	562057	78.9%
Total	712229	100.0%

Work Schedule (Appropriated Fund)



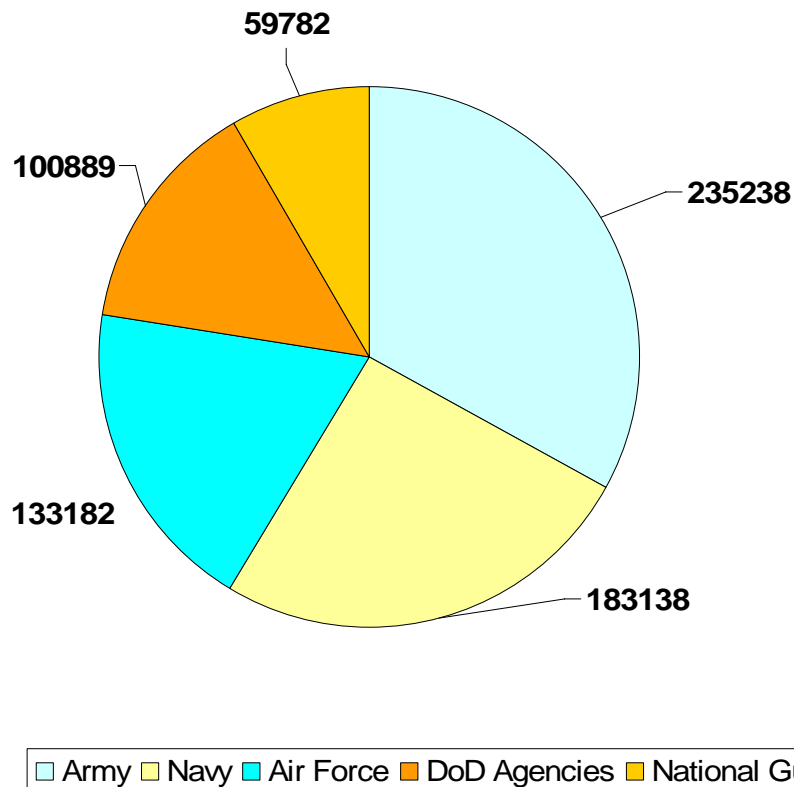
Work Schedule	Total	% Compared To Total Appropriated Fund Population
Full Time Perm	675237	94.81%
Full Time Temp	11970	1.68%
Part Time Perm	16191	2.27%
Part Time Temp	2284	0.32%
Intermittent	6546	0.92%
Unspecified	1	0.00%
Total	712229	100%

CONUS vs OCONUS (Appropriated Fund)



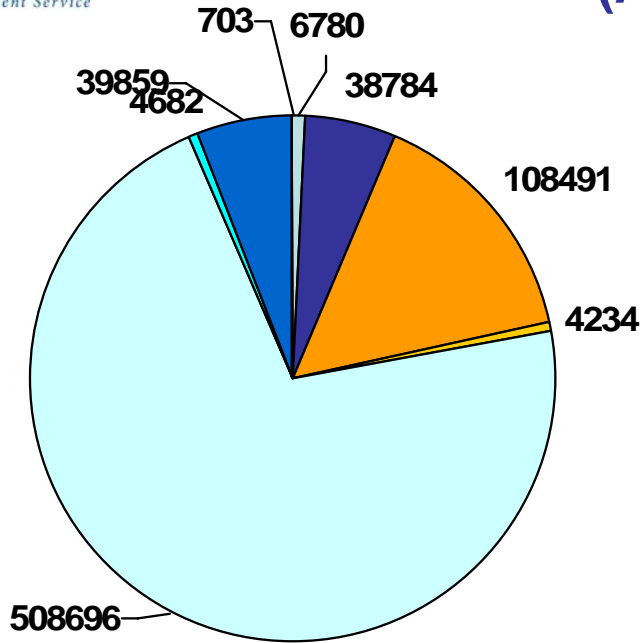
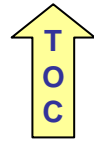
Geographic Location	Total	% Compared To Total Appropriated Fund Population
CONUS	674498	94.7%
OCONUS	37731	5.3%
Total	712229	100.0%

Employees by Component (Appropriated Fund)

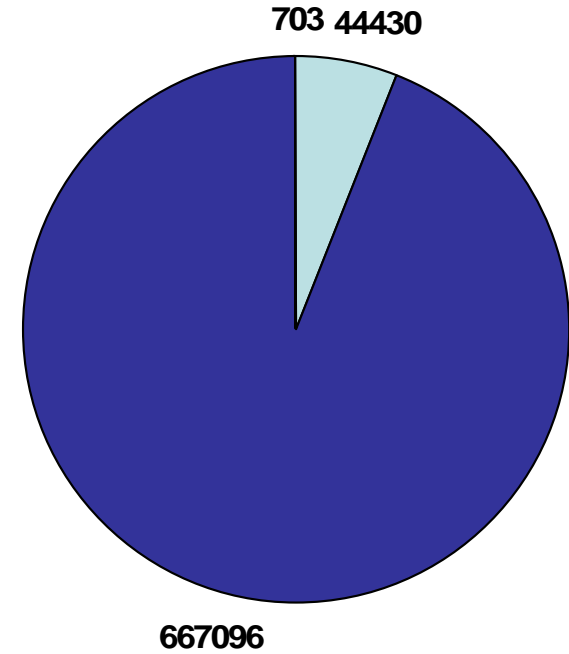


Employees by Component		% Compared To Total Appropriated Fund Population
	Total	
Army	235238	33.0%
Navy	183138	25.7%
Air Force	133182	18.7%
DoD Agencies	100889	14.2%
National Guard	59782	8.4%
Total	712229	100.0%

General Workforce Demographics (Appropriated Fund)



American Indian or Alaska Native	Asian
Black or African American	Native Hawaiian or Other Pacific Islander
White	Mutiracial
*Race Unspecified	Identity Pending



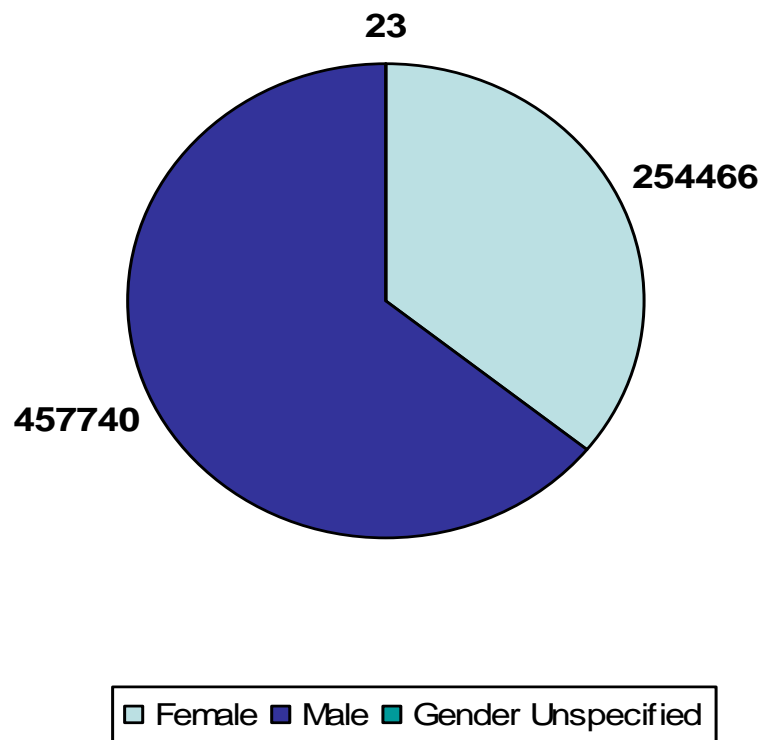
Hispanic	Not Hispanic	Identity Pending
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Race Designation	Total	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	6780	1.0%
Asian	38784	5.4%
Black or African American	108491	15.2%
Native Hawaiian or Other Pacific Islander	4234	0.6%
White	508696	71.4%
Mutiracial	4682	0.7%
*Race Unspecified	39859	5.6%
Identity Pending	703	0.1%
Total	712229	100.0%

Ethnicity	Total	% Compared To Total Appropriated Fund Population
Hispanic	44430	6.2%
Not Hispanic	667096	93.7%
Identity Pending	703	0.1%
Total	712229	100.0%

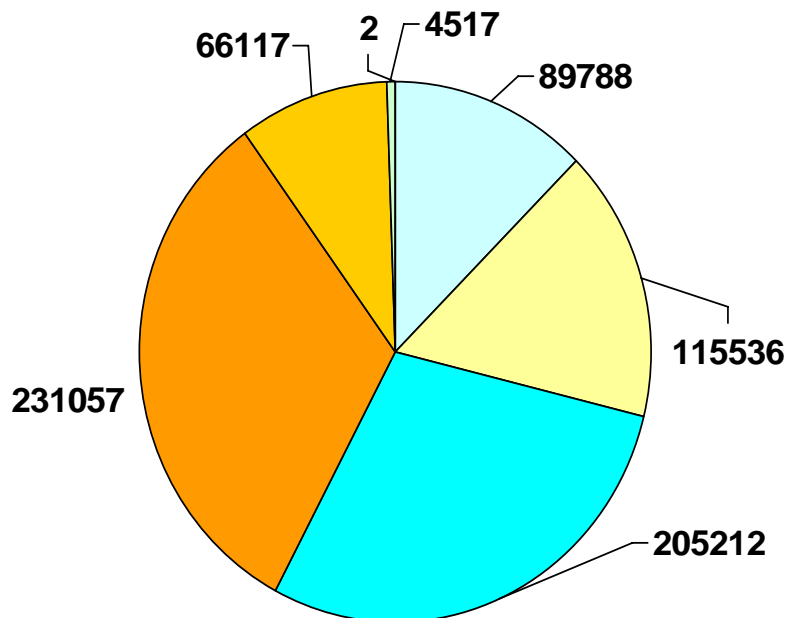
*This group is composed primarily of those individuals who are designated as Hispanic but do not have a race designation.

General Workforce Demographics (Appropriated Fund)



Gender	Total	% Compared To Total Appropriated Fund Population
Female	254466	35.7%
Male	457740	64.3%
Gender Unspecified	23	0.0%
Total	712229	100.0%

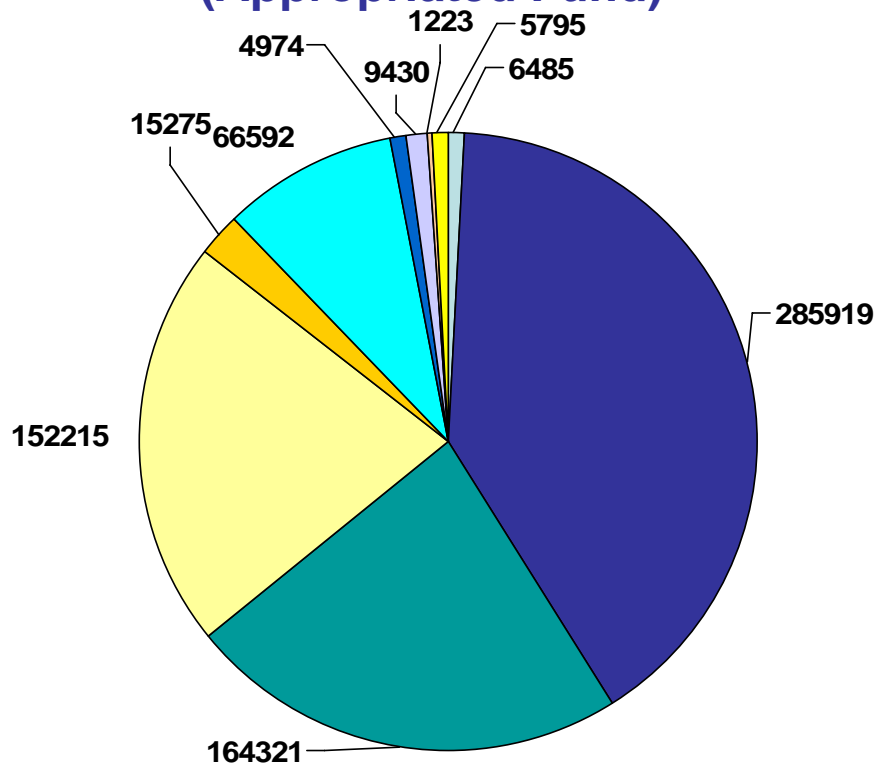
General Workforce Demographics (Appropriated Fund)



■ 30 and below
 ■ 31 to 40
 ■ 41 to 49
 ■ 50 to 59
 ■ 60 to 69
 ■ 70 or greater
 ■ Unspecified

Age	Total	% Compared To Total Appropriated Fund Population
30 and below	89788	12.6%
31 to 40	115536	16.2%
41 to 49	205212	28.8%
50 to 59	231057	32.4%
60 to 69	66117	9.3%
70 or greater	4517	0.6%
Age Unspecified	2	0.0%
Total	712229	100.0%

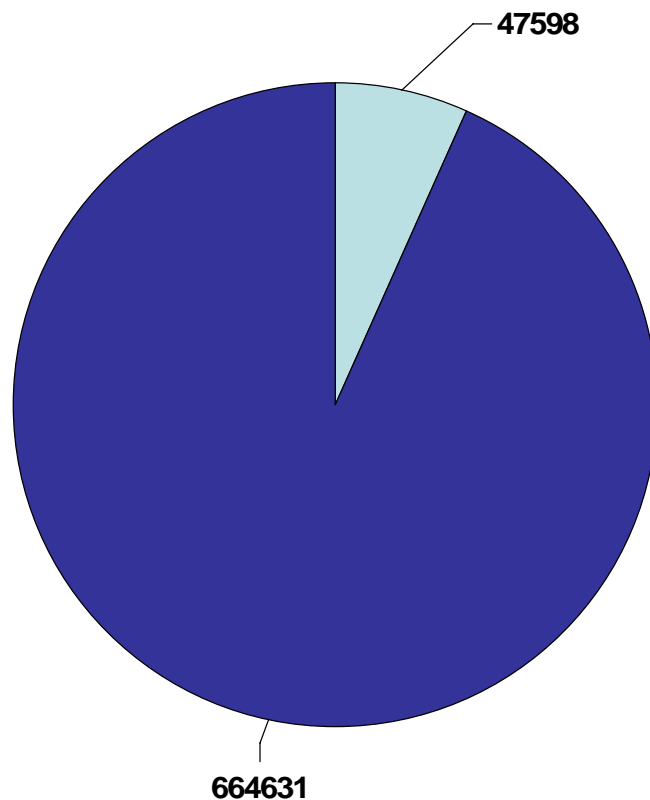
Education Levels (Appropriated Fund)



- Non High School Graduate
- High School Graduate
- College or Occupational Program
- Bachelor's Degree
- Post Bachelor
- Master's Degree
- Post Master
- Doctorate
- Post Doctorate
- Education Level Not Reported

Education	Total	% Compared To Total Appropriated Fund Population
Non High School Graduate	6485	0.9%
High School Graduate	285919	40.1%
College or Occupational Program	164321	23.1%
Bachelor's Degree	152215	21.4%
Post Bachelor	15275	2.1%
Master's Degree	66592	9.3%
Post Master	4974	0.7%
Doctorate	9430	1.3%
Post Doctorate	1223	0.2%
Education Level Not Reported	5795	0.8%
Total	712229	100.0%

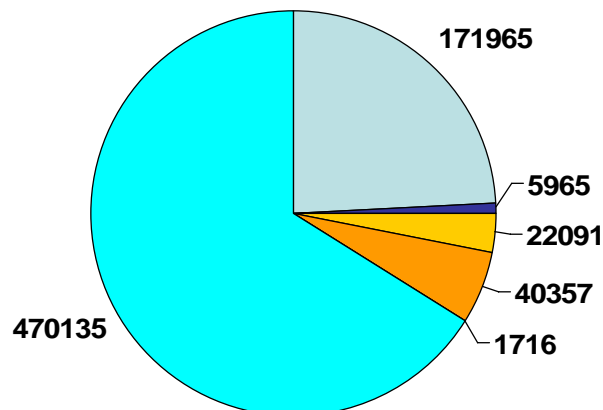
Disabilities Reported (Appropriated Fund)



Disability Reported
 No Disability Reported

Disability/No Disability	Total	% Compared To Total Appropriated Fund Population
Disability Reported	47598	6.7%
No Disability Reported	664631	93.3%
Total	712229	100.0%

Veterans' Preference (Appropriated Fund)



Note: (1) Data includes Appropriated Fund and Military Technicians Records only. It excludes LNs, NAF, AGR.

(2) List of Values

5-Point: Veteran is entitled to 5-point preference

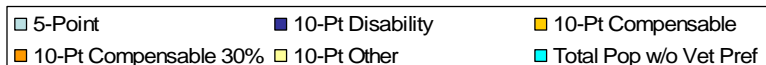
10-Point/Disability: Veteran is entitled to 10-point preference due to a service-connected disability but receives no compensation

10-Point/Compensable: Veteran is entitled to 10-point preference due to a service connected disability of less than 30 percent but receives compensation

10-Point/Compensable/30 Percent: Veteran is entitled to 10-point preference due to a service connected disability of 30 percent or more that entitles vet to compensation

10-Point/Other: Other person entitled to 10-point preference:

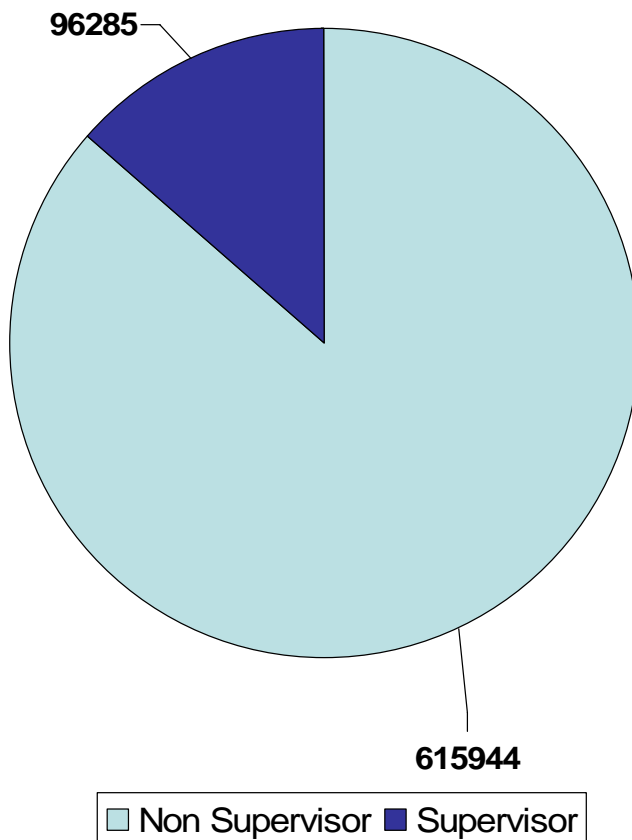
(1) Both the spouse and mother of veterans occupationally disabled because of a service-connected disability; and/or
(2) The widow/widower and mother of a deceased wartime veteran



Veterans' Preference by Component as of Dec 31, 2008															
	5-Point	% of Total for Component	10-Pt Disability	% of Total for Component	10-Pt Compensable	% of Total for Component	10-Pt Compensable 30%	% of Total for Component	10-Pt Other	% of Total for Component	Total Vets with Pref	% of Total for Component	Total Pop w/o Vet Pref	% of Total for Component	Total DoD Civ
Army	61599	26.19%	1856	0.79%	9064	3.85%	18085	7.69%	687	0.29%	91291	38.81%	143947	61.19%	235,238
Navy	48536	26.50%	1242	0.68%	4919	2.69%	8653	4.72%	351	0.19%	63701	34.78%	119437	65.22%	183,138
Air Force	43926	32.98%	1006	0.76%	5850	4.39%	9384	7.05%	323	0.24%	60489	45.42%	72693	54.58%	133,182
DoD Agencies	17876	17.72%	619	0.61%	2257	2.24%	4233	4.20%	355	0.35%	25340	25.12%	75549	74.88%	100,889
Natl Guard	28	0.05%	1242	*	1	*	2	*	0	*	1273	2.13%	58509	97.87%	59,782
Grand Total	171965	24.14%	5965	0.84%	22091	3.10%	40357	5.67%	1716	0.24%	242094	33.99%	470135	66.01%	712229

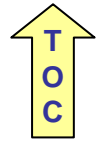
* Percentage is greater than two decimals, insignificant for comparing purposes

Supervisor to Employee Ratio – Total Workforce (Appropriated Fund)

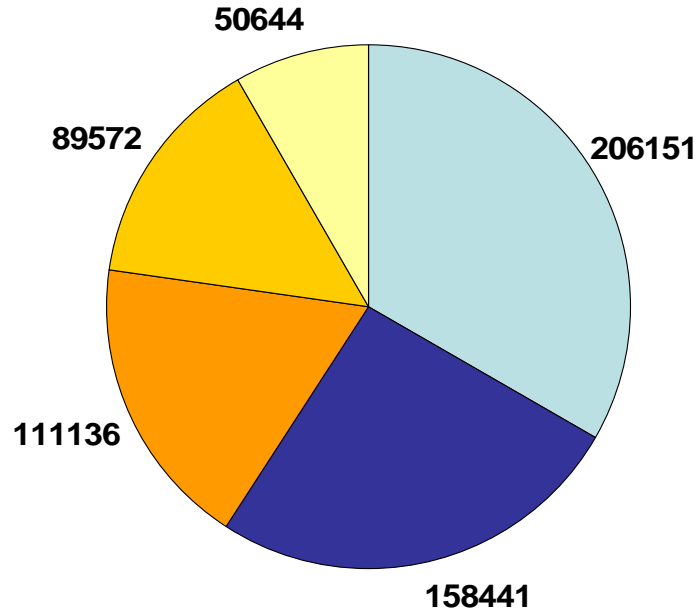


Non Supervisor/Supervisor		% Compared To Total Appropriated Fund Population
	Total	
Non Supervisor	615944	86.5%
Supervisor	96285	13.5%
Total	712229	100.0%

Non Supervisor/Supervisor by Components (Appropriated Fund)



Non Supervisor by Components

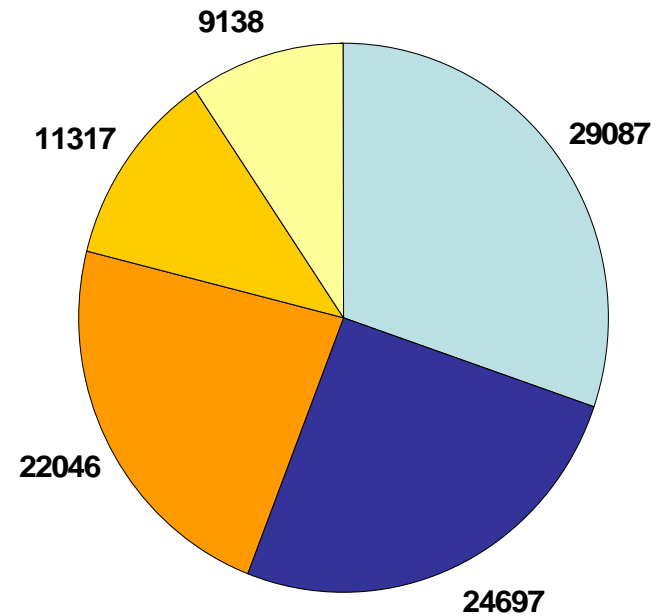


Army Navy Air Force DoD Agencies National Guard

Non Supervisory Status	Total	% Compared To Non Supervisory Status	% Compared To Total Appropriated Fund Population
Army	206151	33%	29%
Navy	158441	26%	22%
Air Force	111136	18%	16%
DoD Agencies	89572	15%	13%
National Guard	50644	8%	7%
Total	615944	100%	86%

Total Appropriated Fund Population 712,229

Supervisor by Components

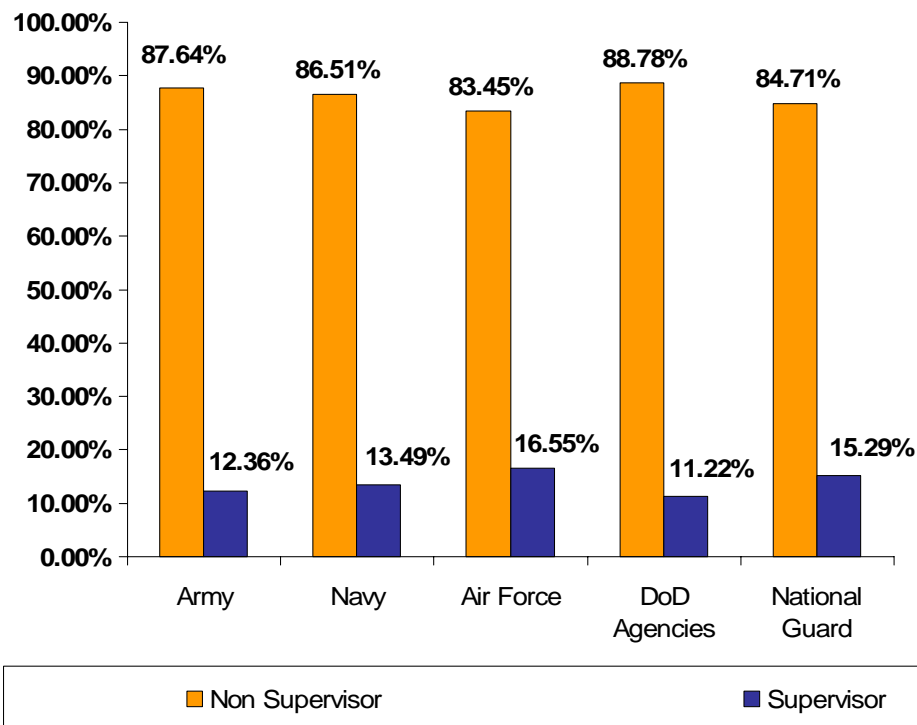


Army Navy Air Force DoD Agencies National Guard

Supervisory Status	Total	% Compared To Total Supervisory Status	% Compared To Total Appropriated Fund Population
Army	29087	30%	4%
Navy	24697	26%	3%
Air Force	22046	23%	3%
DoD Agencies	11317	12%	2%
National Guard	9138	9%	1%
Total	96285	100%	14%

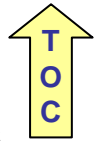
Total Appropriated Fund Population 712,229

Non Supervisor/Supervisor Ratios by Components (Appropriated Fund)

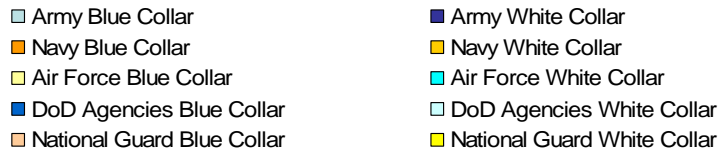
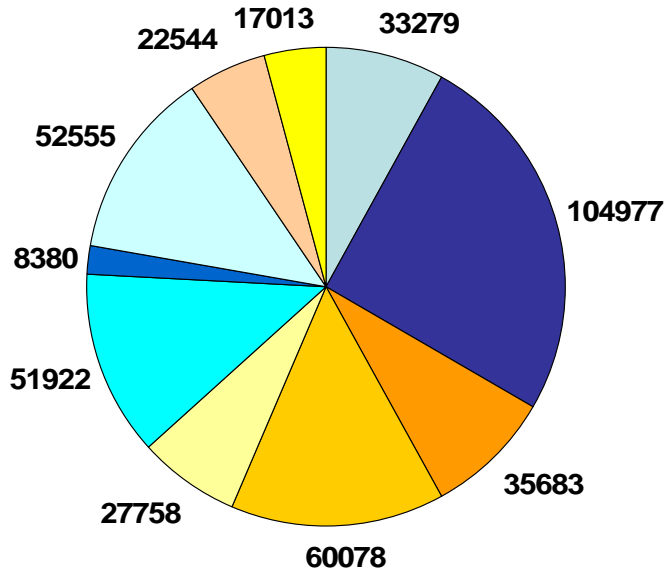


Component Supervisory Ratio	Non Supervisory	Supervisory	Total Component	% Non Supervisor Compared to Total Component	% Supervisor Compared to Total Component
Army	206151	29087	235238	87.64%	12.36%
Navy	158441	24697	183138	86.51%	13.49%
Air Force	111136	22046	133182	83.45%	16.55%
DoD Agencies	89572	11317	100889	88.78%	11.22%
National Guard	50644	9138	59782	84.71%	15.29%
Total	615944	96285	712229	86.48%	13.52%

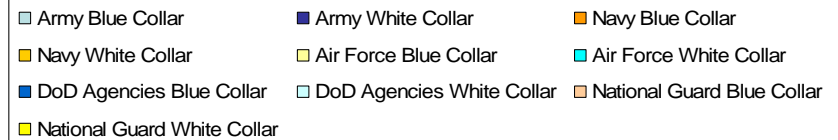
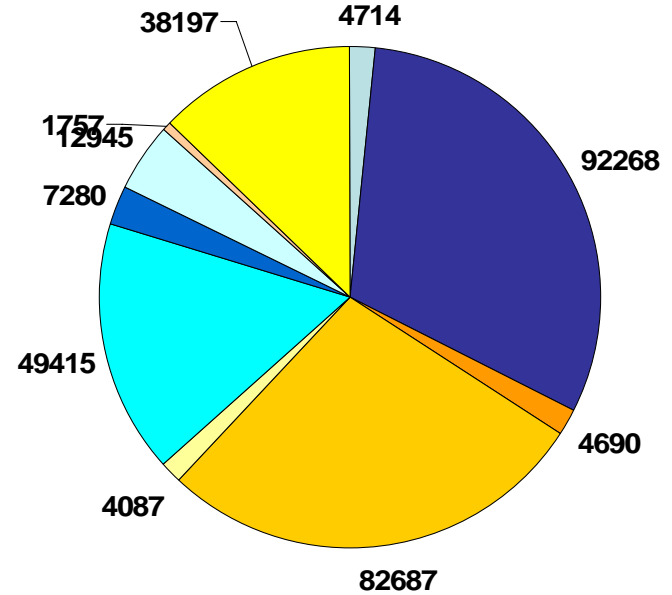
Bargaining vs Non Bargaining (Appropriated Fund)



Bargaining Unit Employees



Non Bargaining Unit Employees



Bargaining Unit	Total	% Compared To Total Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	33279	8.0%	4.7%
Army White Collar	104977	25.3%	14.7%
Navy Blue Collar	35683	8.6%	5.0%
Navy White Collar	60078	14.5%	8.4%
Air Force Blue Collar	27758	6.7%	3.9%
Air Force White Collar	51922	12.5%	7.3%
DoD Agencies Blue Collar	8380	2.0%	1.2%
DoD Agencies White Collar	52555	12.7%	7.4%
National Guard Blue Collar	22544	5.4%	3.2%
National Guard White Collar	17013	4.1%	2.4%
Total	414189	100.0%	58.2%

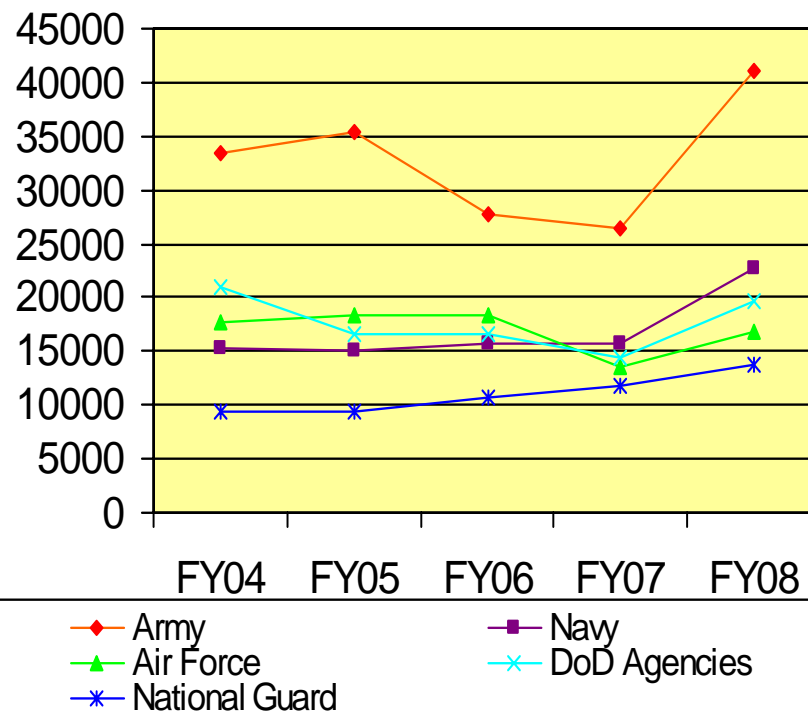
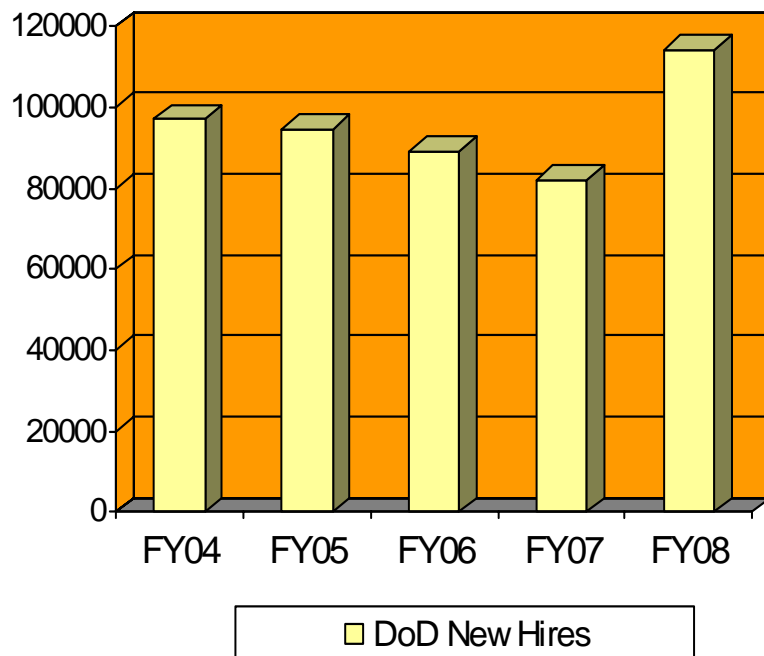
Non Bargaining Unit	Total	% Compared To Total Non Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	4714	1.6%	0.7%
Army White Collar	92268	31.0%	13.0%
Navy Blue Collar	4690	1.6%	0.7%
Navy White Collar	82687	27.7%	11.6%
Air Force Blue Collar	4087	1.4%	0.6%
Air Force White Collar	49415	16.6%	6.9%
DoD Agencies Blue Collar	7280	2.4%	1.0%
DoD Agencies White Collar	12945	4.3%	1.8%
National Guard Blue Collar	1757	0.6%	0.2%
National Guard White Collar	38197	12.8%	5.4%
Total	298040	100.0%	41.8%

Total Appropriated Fund Population 712,229

Total Appropriated Fund Population 712,229

DCPDS data as of Dec 31, 2008

New Hires (Appropriated Fund)

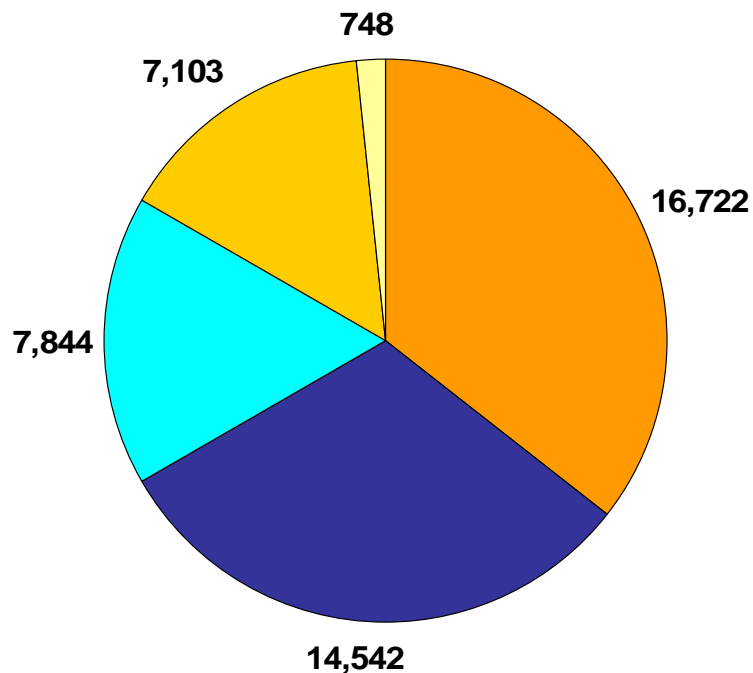


DoD New Hires	FY04	FY05	FY06	FY07	FY08	Total	% Compared To Total DoD New Hires
Army	33434	35385	27684	26509	41147	164159	34%
Navy	15325	15052	15833	15745	22738	84693	18%
Air Force	17761	18281	18307	13454	16925	84728	18%
DoD Agencies	20942	16603	16668	14424	19567	88204	18%
National Guard	9489	9296	10603	11873	13784	55045	12%
Total New DoD Hires	96951	94617	89095	82005	114161	476829	100%

CSRS Retirement Eligibility Optional Retirement (Appropriated Fund)



CSRS 2008

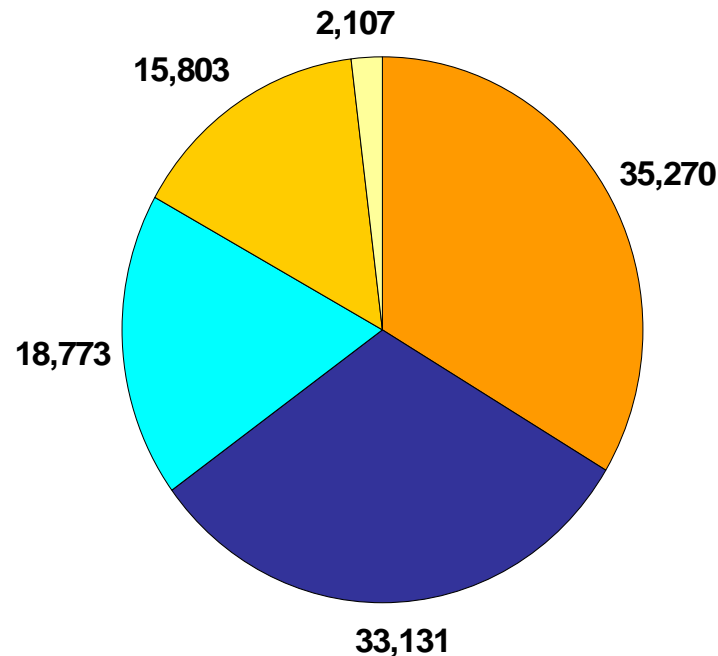


Army Navy Air Force DoD Agencies National Guard

CSRS Retirement Eligibility as of Dec 2008

Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	235,238	40,535	16,722	41%	2%
Navy	183,138	39,427	14,542	37%	2%
Air Force	133,182	22,293	7,844	35%	1%
DoD Agencies	100,889	18,464	7,103	38%	1%
National Guard	59,782	2,519	748	30%	0%
Grand Total	712,229	123,238	46,959	38%	7%

CSRS 2013



Army Navy Air Force DoD Agencies National Guard

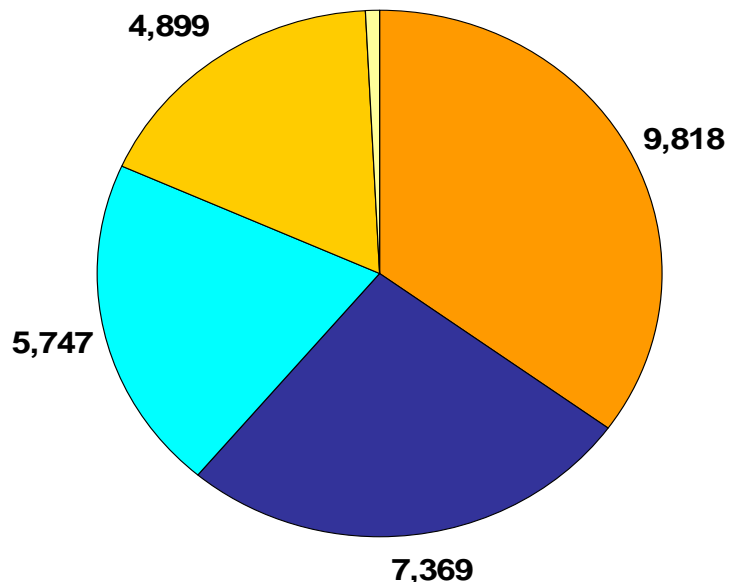
CSRS Retirement Eligibility as of Dec 2013

Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	235,238	40,535	35,270	87%	5%
Navy	183,138	39,427	33,131	84%	5%
Air Force	133,182	22,293	18,773	84%	3%
DoD Agencies	100,889	18,464	15,803	86%	2%
National Guard	59,782	2,519	2,107	84%	0%
Grand Total	712,229	123,238	105,084	85%	15%

FERS Retirement Eligibility Optional Retirement (Appropriated Fund)

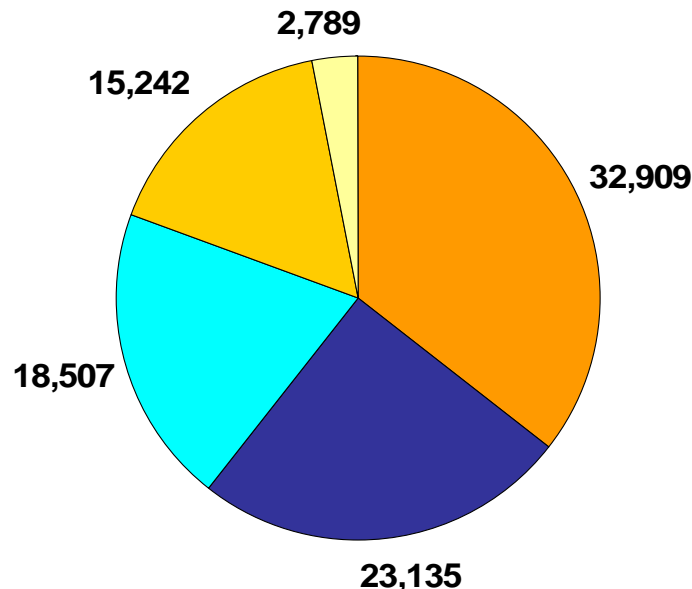


FERS 2008
252



Army Navy Air Force DoD Agencies National Guard

FERS 2013



Army Navy Air Force DoD Agencies National Guard

FERS Retirement Eligibility as of Dec 2008

Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	235,238	186,864	9,818	5%	1%
Navy	183,138	141,229	7,369	5%	1%
Air Force	133,182	107,582	5,747	5%	1%
DoD Agencies	100,889	74,365	4,899	7%	1%
National Guard	59,782	51,383	252	0%	0%
Grand Total	712,229	561,423	28,085	5%	4%

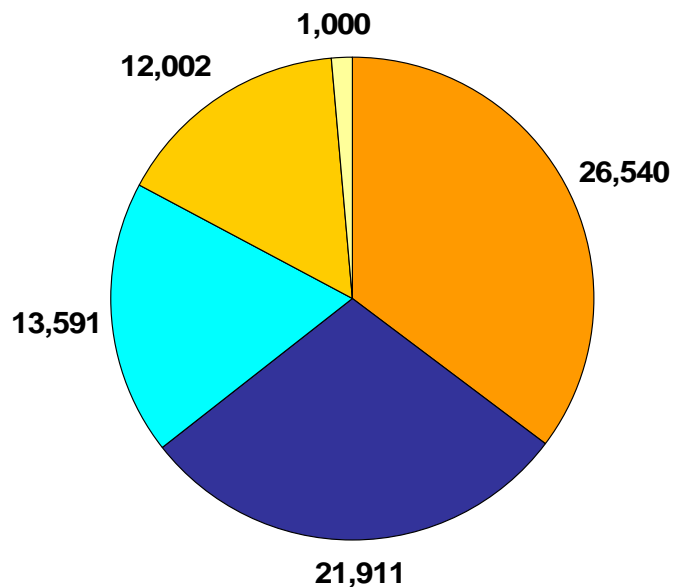
FERS Retirement Eligibility as of Dec 2013

Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	235,238	186,864	32,909	18%	5%
Navy	183,138	141,229	23,135	16%	3%
Air Force	133,182	107,582	18,507	17%	3%
DoD Agencies	100,889	74,365	15,242	20%	2%
National Guard	59,782	51,383	2,789	5%	0%
Grand Total	712,229	561,423	92,582	16%	13%

CSRS & FERS Retirement Eligibility Optional Retirement (Appropriated Fund)



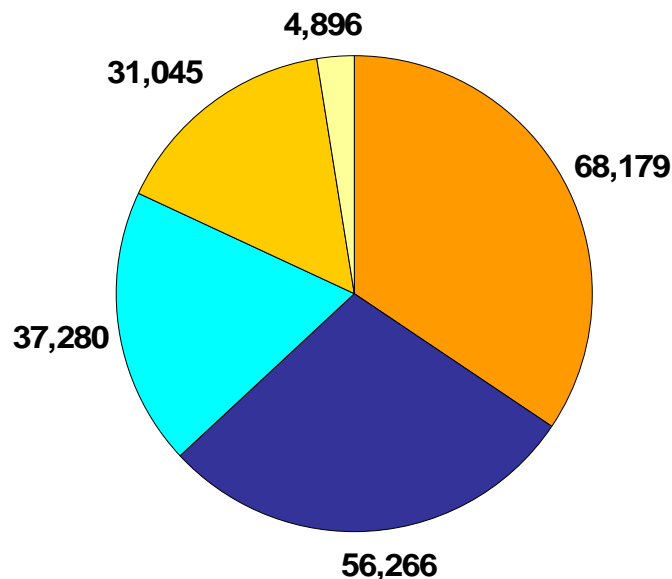
CSRS & FERS 2008



Army Navy Air Force DoD Agencies National Guard

CSRS & FERS Retirement Eligibility as of Dec 2008					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	235,238	227,399	26,540	12%	4%
Navy	183,138	180,656	21,911	12%	3%
Air Force	133,182	129,875	13,591	10%	2%
DoD Agencies	100,889	92,829	12,002	13%	2%
National Guard	59,782	53,902	1,000	2%	0%
Grand Total	712,229	684,661	75,044	11%	11%

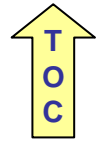
CSRS & FERS 2013



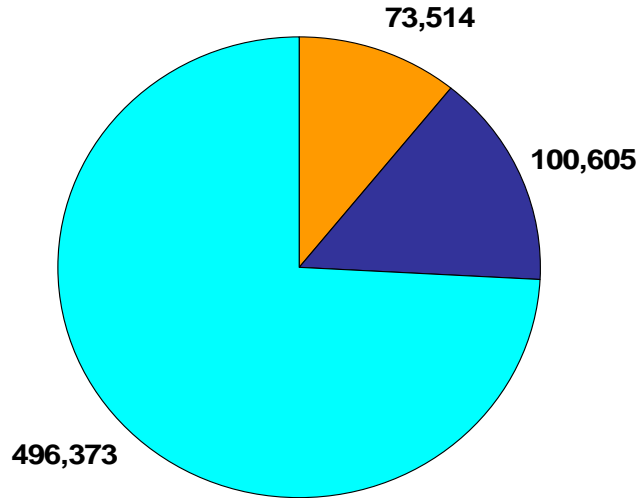
Army Navy Air Force DoD Agencies National Guard

CSRS & FERS Retirement Eligibility as of Dec 2013					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	235,238	227,399	68,179	30%	10%
Navy	183,138	180,656	56,266	31%	8%
Air Force	133,182	129,875	37,280	29%	5%
DoD Agencies	100,889	92,829	31,045	33%	4%
National Guard	59,782	53,902	4,896	9%	1%
Grand Total	712,229	684,661	197,666	29%	28%

CSRS & FERS Retirement Eligibility Early & Optional Retirement (Appropriated Fund – Permanent Employees)

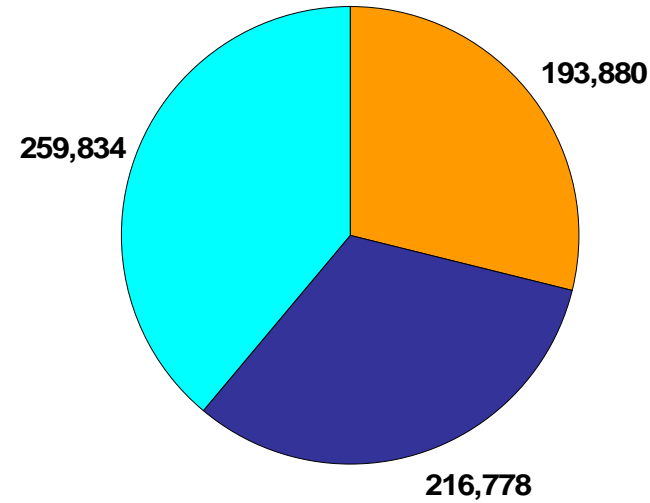


Current Retirement Eligibility



■ Eligible for Optional Retirement
 ■ Eligible for Early Retirement
 ■ Not Eligible

2013 Retirement Eligibility



■ Eligible for Optional Retirement
 ■ Eligible for Early Retirement
 ■ Not Eligible

CSRS & FERS Retirement Eligibility as of Dec 2008

Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	Total CSRS & FERS Permanent Employees Eligible for Optional and Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional & Early Retirement	Not Eligible
670,492	73,514	11%	100,605	15%	174,119	26%	496,373

CSRS & FERS Retirement Eligibility as of Dec 2013

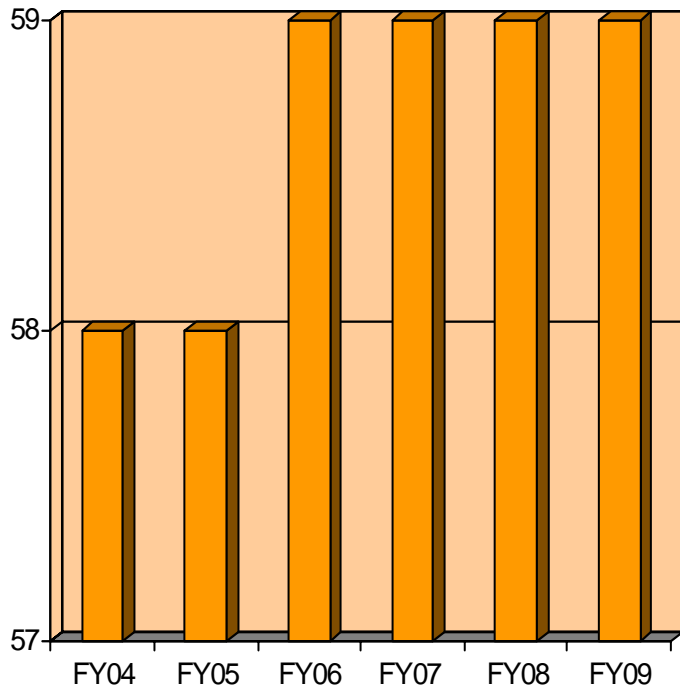
Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	Total CSRS & FERS Permanent Employees Eligible for Optional and Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional & Early Retirement	Not Eligible
670,492	193,880	29%	216,778	32%	410,658	61%	259,834

Data represents permanent employees in the FERS/CSRS retirement plans. Special retirement plans are not included.

This chart reflects actual eligibility of the current population assuming they remain the next 5 years. It is not a true projection. DCPDS data as of Dec 31, 2008

Average Retirement Age and Average Years of Service at Retirement (Appropriated Fund)

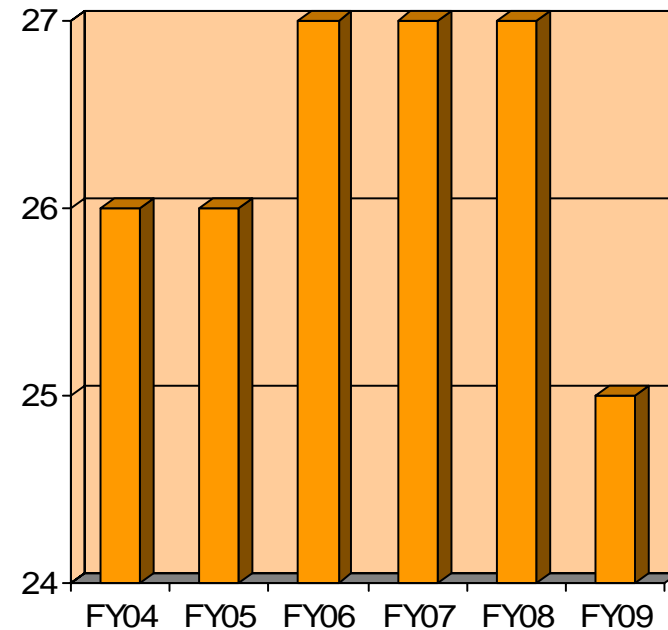
Average Retirement Age



■ Average Retirement Age

Average Retirement Age	
FY04	58
FY05	58
FY06	59
FY07	59
FY08	59
FY09	59

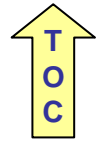
Average Years of Service at Retirement



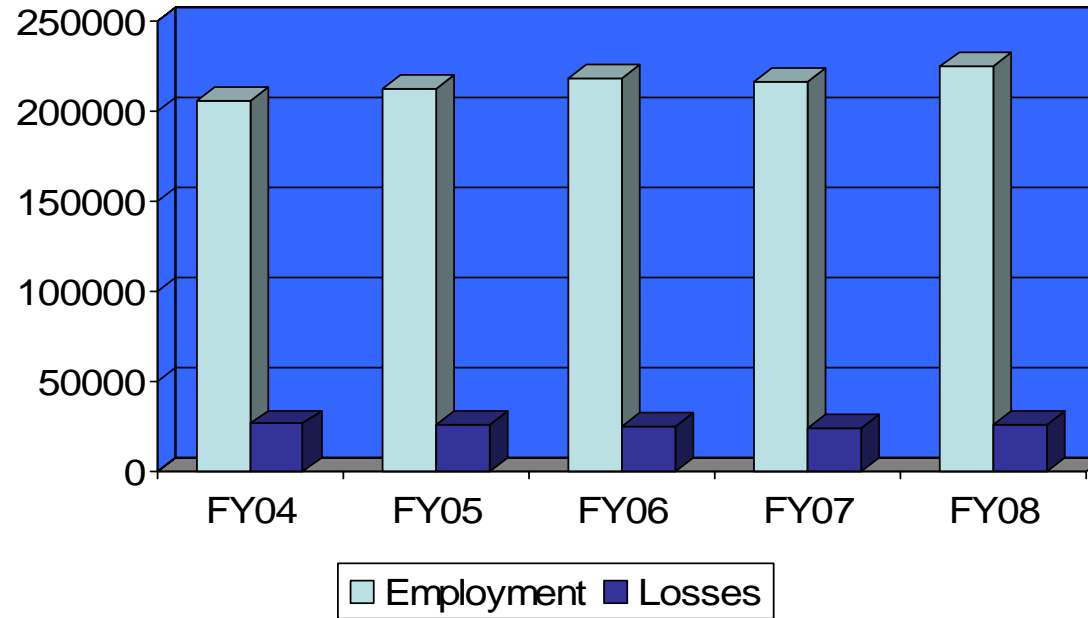
■ Average Years of Service at Retirement

Average Years of Service at Retirement	
FY04	26
FY05	26
FY06	27
FY07	27
FY08	27
FY09	25

Army Turnover Rate* (Appropriated Fund)



Army Turnover – All Separations



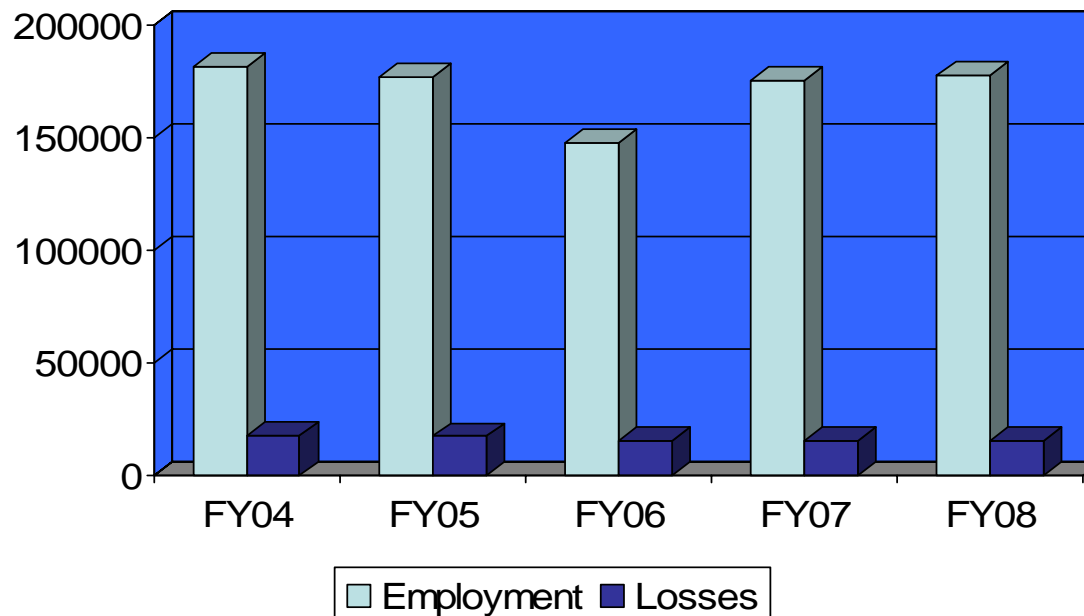
Army Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	205370	26581	13%
FY05	212269	26183	12%
FY06	217938	25306	12%
FY07	215975	24355	11%
FY08	224557	25900	12%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Navy Turnover Rate* (Appropriated Fund)



Navy Turnover – All Separations



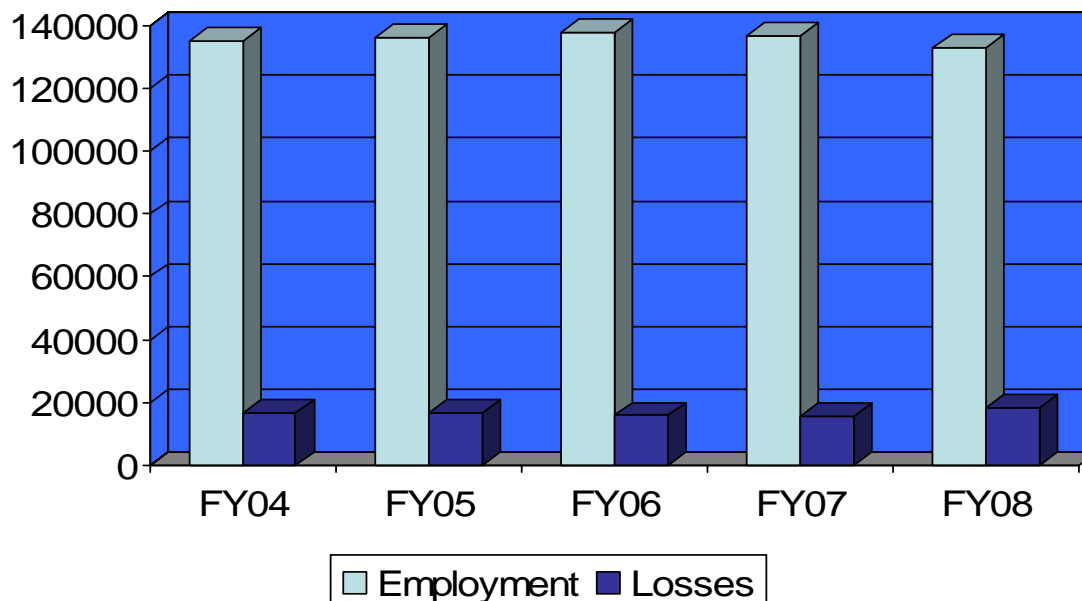
Navy Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	181406	17700	10%
FY05	177053	17476	10%
FY06	147626	15466	10%
FY07	175229	15649	9%
FY08	177624	15291	9%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Air Force Turnover Rate* (Appropriated Fund)



Air Force Turnover – All Separations



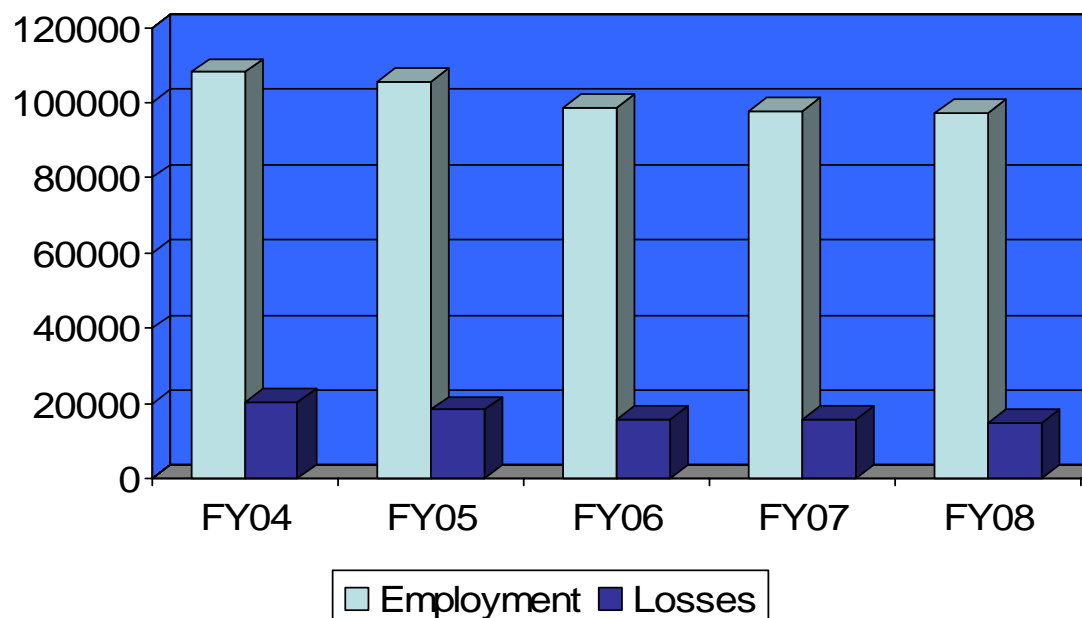
Air Force Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	135020	16729	12%
FY05	136242	16605	12%
FY06	137896	15878	12%
FY07	136580	15640	11%
FY08	132987	18330	14%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DoD Agencies Turnover Rate* (Appropriated Fund)



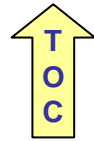
DoD Agencies Turnover – All Separations



DoD Agencies Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	108218	20328	19%
FY05	105549	18257	17%
FY06	98621	15837	16%
FY07	97756	15666	16%
FY08	97332	14770	15%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

National Guard Turnover Rate* (Appropriated Fund)



National Guard Turnover – All Separations



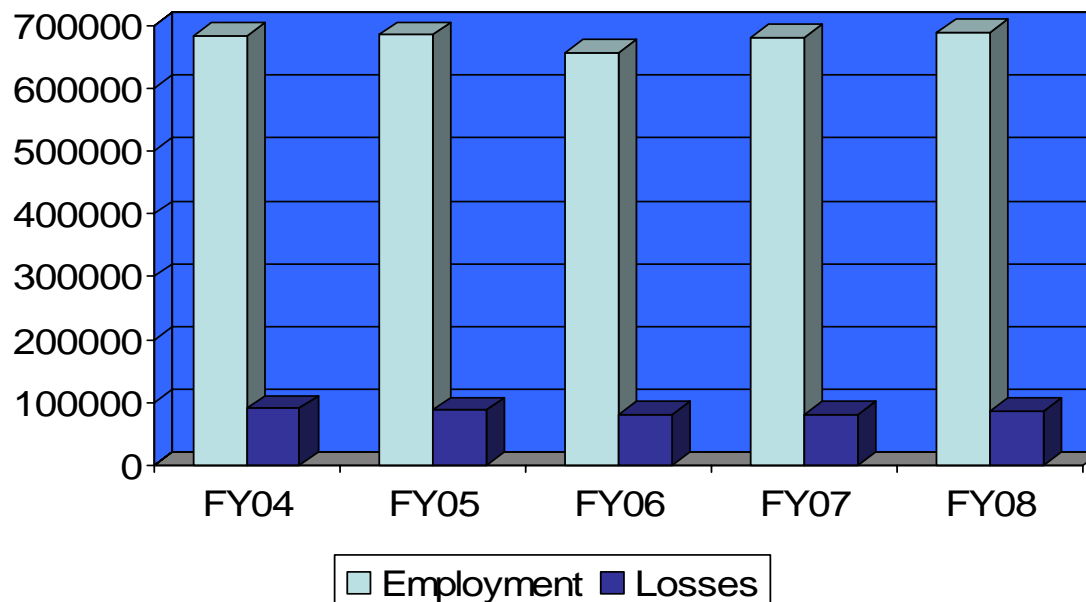
National Guard Turnover Rate			
	Employment Nat. Gard Technicians	All Nat. Gard Technicians Losses	% of Nat. Gard Technicians Losses compared to Employment
FY04	53035	8823	17%
FY05	53710	9108	17%
FY06	53628	8881	17%
FY07	55482	10166	18%
FY08	57122	11385	20%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Turnover Rate* (Appropriated Fund)



All DoD Turnover – All Separations



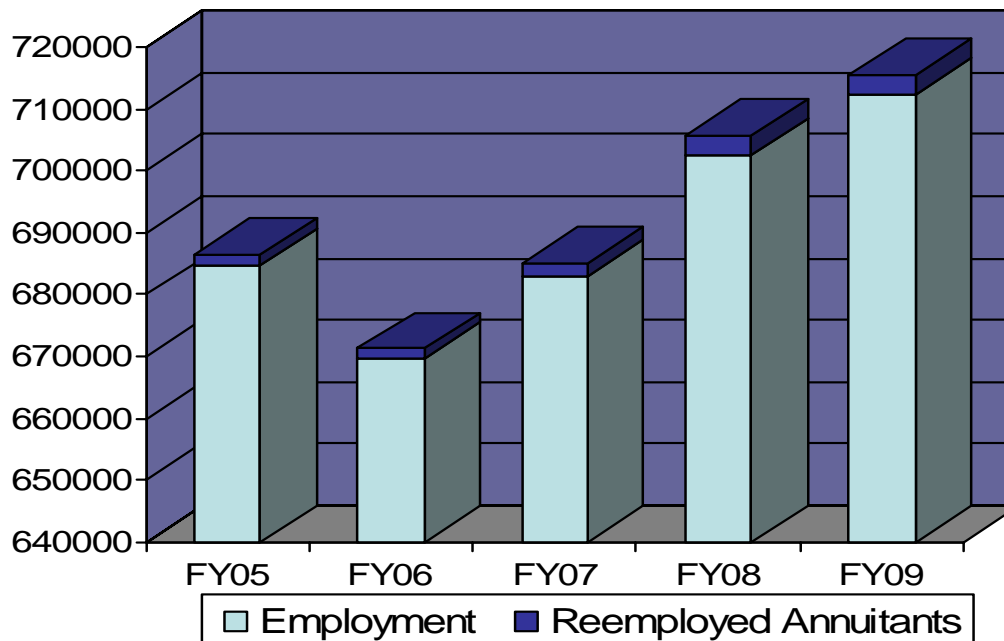
All DoD Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY04	683049	90161	13%
FY05	684824	87629	13%
FY06	655710	81368	12%
FY07	681023	81476	12%
FY08	689623	85676	12%

*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Reemployed Annuitants* (Appropriated Fund)



All DoD – All Reemployed Annuitants



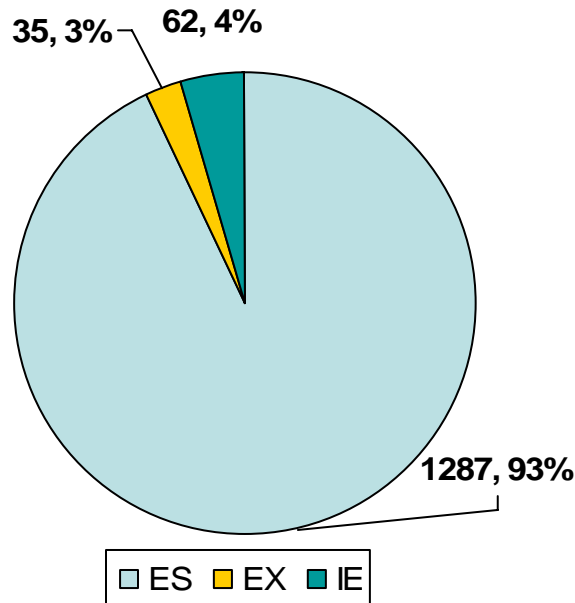
Mar 18, 2004, authority to allow Reemployed Annuitants to receive full salary and annuity benefits.

	FY05			FY06			FY07			FY08			FY09		
	Employment	Reemployed Annuitants	%Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	%Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	%Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	%Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	%Reemployed Annuitants compared to Employment
Army	212269	625	0.29%	201431	862	0.43%	217897	1264	0.58%	232740	1889	0.81%	235238	2041	0.87%
Navy	177053	289	0.16%	176415	266	0.15%	176471	302	0.17%	182644	373	0.20%	183138	384	0.21%
Air Force	136242	169	0.12%	139214	180	0.13%	135440	208	0.15%	133413	240	0.18%	133182	231	0.17%
Natl Guard	53710	168	0.31%	97696	88	0.09%	56166	67	0.12%	58685	107	0.18%	100889	120	0.12%
DoD Agencies	105549	310	0.29%	54917	192	0.35%	97096	258	0.27%	99201	356	0.36%	59782	404	0.68%
All DoD	684823	1561	0.23%	669673	1588	0.24%	683070	2099	0.31%	706683	2965	0.42%	712229	3180	0.45%

*Note: DCPDS codes of A, B, G, 1 and 6 (Reemployed FERS Annuitant, Former Reemployed FERS Annuitant not subject to salary reduction, Reemployed CSRS Annuitant, Reemployed CSRS Annuitant not subject to salary reduction) were used.

DoD Executives and Senior Level Employees (Appropriated Fund)

Senior Executive Service/ Executive Pay/Intelligence Executive

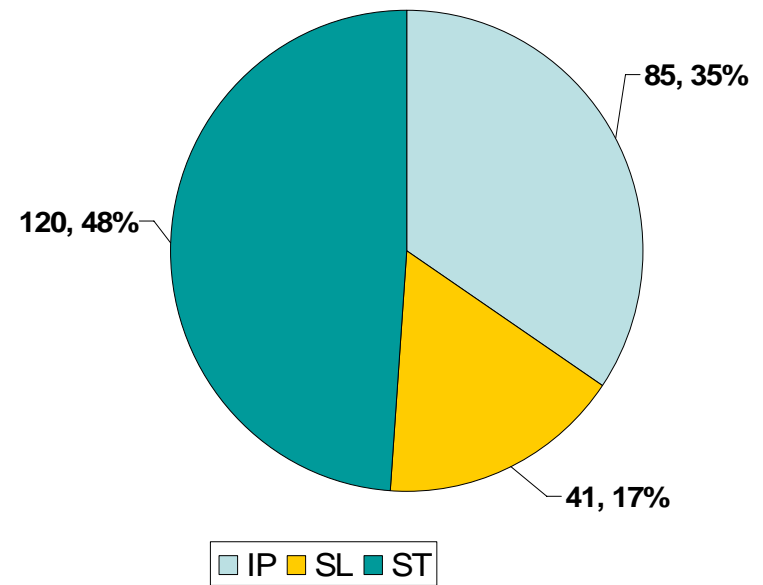


Executive Service/Executive Pay/Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total ES	1287	92.99%	0.1807%
Total EX	35	2.53%	0.0049%
Total IE	62	4.48%	0.0087%
Total	1384	100.00%	*0.1943%

Total Appropriated Fund Population 712,229

* Percentage shown in this report may not add to totals due to rounding

Intelligence Professional/ Senior Level Positions/Scientific and Professional

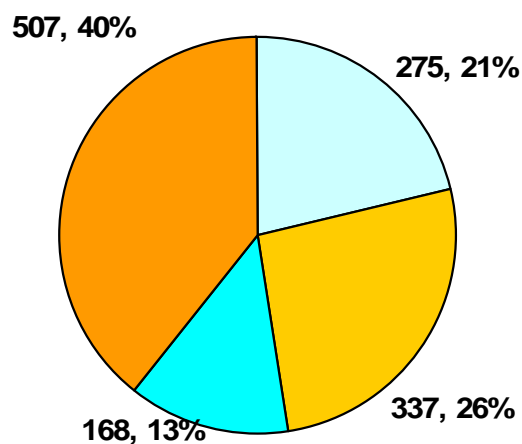


Intelligence Professional/Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total IP	85	34.55%	0.0119%
Total SL	41	16.67%	0.0058%
Total ST	120	48.78%	0.0168%
Total	246	100.00%	*0.0345%

Total Appropriated Fund Population 712,229

DoD Executives by Component (Appropriated Fund)

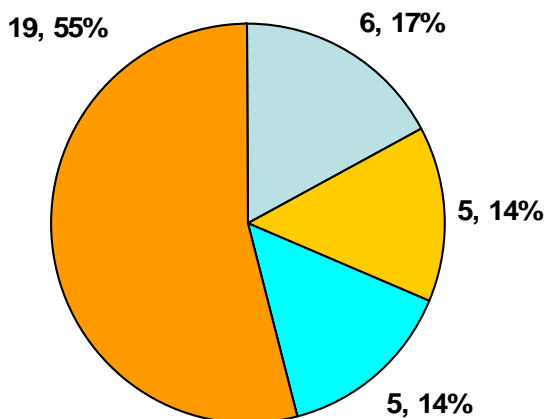
Senior Executive Service



□ Army □ Navy □ Air Force □ DoD Agencies

Senior Executive Service	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	275	21.37%	0.0386%
Navy	337	26.18%	0.0473%
Air Force	168	13.05%	0.0236%
DoD Agencies	507	39.39%	0.0712%
Total	1287	100.00%	*0.1807%

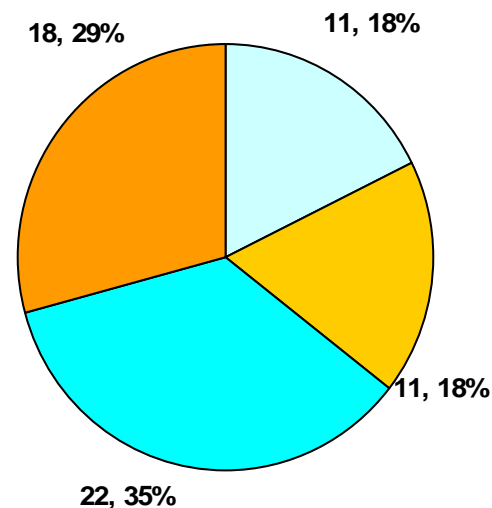
Executive Pay



□ Army □ Navy □ Air Force □ DoD Agencies

Executive Pay	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	6	17.14%	0.0008%
Navy	5	14.29%	0.0007%
Air Force	5	14.29%	0.0007%
DoD Agencies	19	54.29%	0.0027%
Total	35	100.00%	*0.0049%

Intelligence Executive



□ Army □ Navy □ Air Force □ DoD Agencies

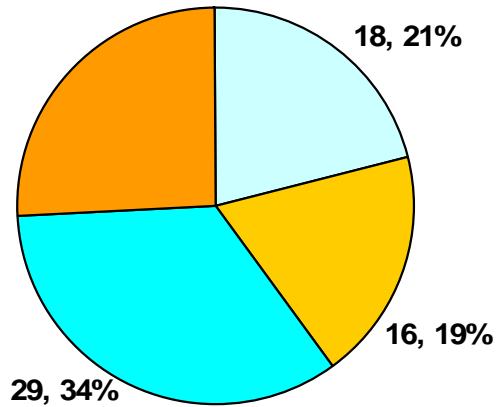
Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	11	17.74%	0.0015%
Navy	11	17.74%	0.0015%
Air Force	22	35.48%	0.0031%
DoD Agencies	18	29.03%	0.0025%
Total	62	100.00%	*0.0087%

Total Appropriated Fund Population 712,229

*Percentage shown in these reports may not add to totals due to rounding

Senior Level by Component (Appropriated Fund)

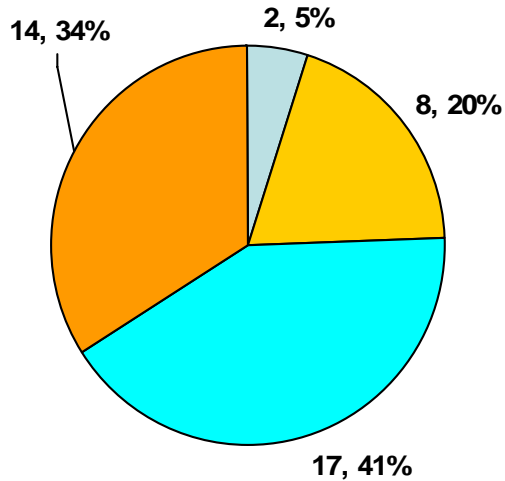
Intelligence Professional
22, 26%



□ Army □ Navy □ Air Force □ DoD Agencies

	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Intelligence Professional			
Army	18	21.18%	0.0025%
Navy	16	18.82%	0.0022%
Air Force	29	34.12%	0.0041%
DoD Agencies	22	25.88%	0.0031%
Total	85	100.00%	*0.0119%

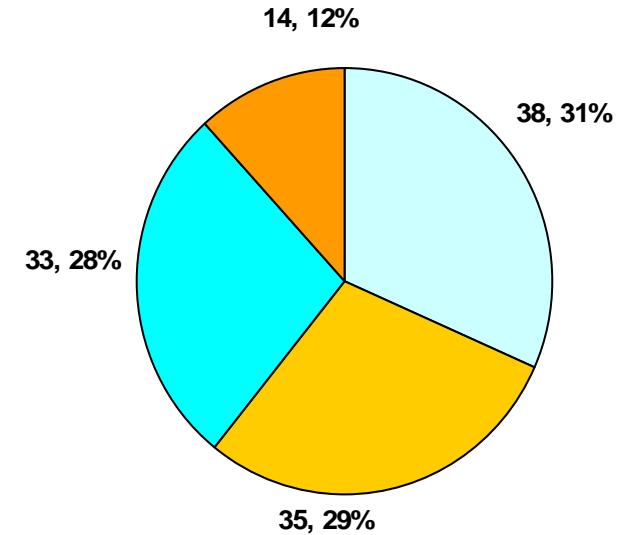
Senior Level Positions



□ Army □ Navy □ Air Force □ DoD Agencies

	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Senior Level Positions			
Army	2	4.88%	0.0003%
Navy	8	19.51%	0.0011%
Air Force	17	41.46%	0.0024%
DoD Agencies	14	34.15%	0.0020%
Total	41	100.00%	*0.0058%

Scientific and Professional



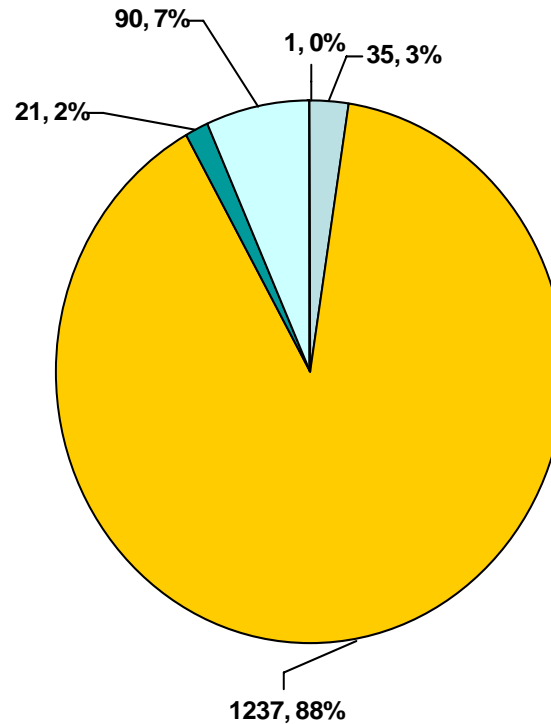
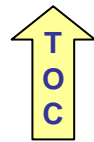
□ Army □ Navy □ Air Force □ DoD Agencies

	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Scientific and Professional			
Army	38	31.67%	0.0053%
Navy	35	29.17%	0.0049%
Air Force	33	27.50%	0.0046%
DoD Agencies	14	11.67%	0.0020%
Total	120	100.00%	*0.0168%

Total Appropriated Fund Population 712,229

*Percentage shown in these reports may not add to totals due to rounding

DoD Executives by Appointment Type (Appropriated Fund)



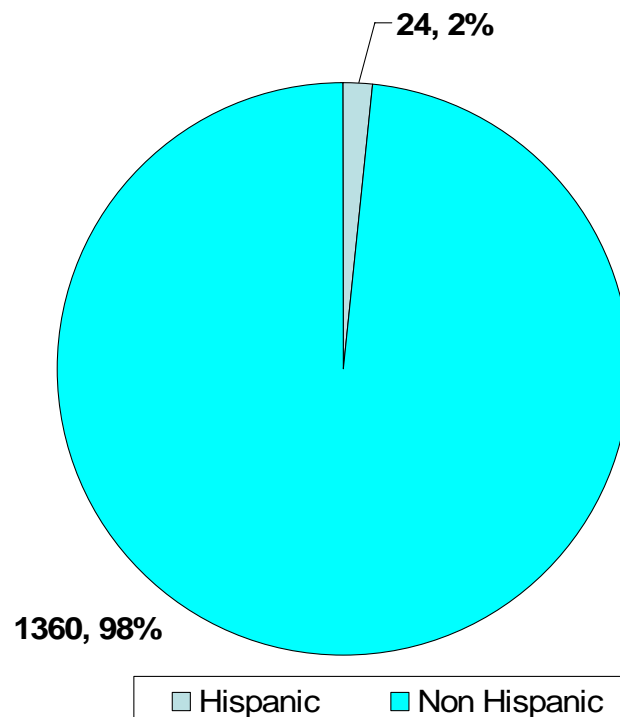
☐ Excepted Indefinite
 ☒ SES Career
 ☒ SES Limited Term
 ☐ SES Non Career
 ☒ Blank

DoD Executives by Appointment Type			
	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Excepted Indefinite	35	2.53%	0.0049%
SES Career	1237	89.38%	0.1737%
SES Limited Term	21	1.52%	0.0029%
SES Non Career	90	6.50%	0.0126%
Blank	1	0.07%	0.0001%
Total	1384	100.00%	*0.1943%

* Percentage shown in this report may not add to totals due to rounding

This chart includes ES, EX and IE Pay Plans

DoD Executives Demographics (Appropriated Fund)



Ethnicity	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Hispanic	24	1.73%	0.0034%
Not Hispanic	1360	98.27%	0.1909%
Total	1384	100.00%	*0.1943%

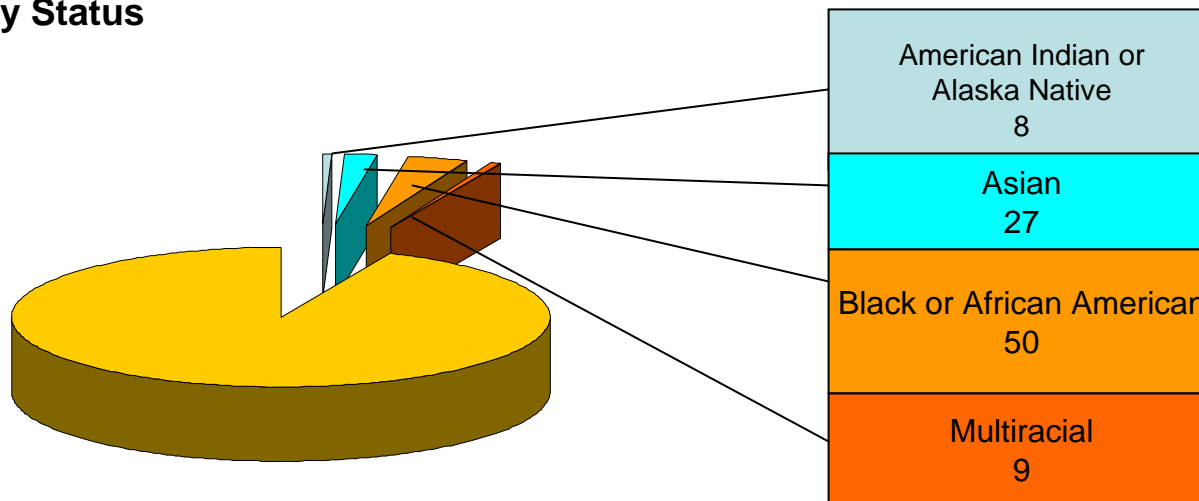
* Percentage shown in this report may not add to totals due to rounding

This chart includes ES, EX and IE Pay Plans

Total Appropriated Fund Population 712,229

General Workforce Demographics of Executives (Appropriated Fund)

Minority Status



American Indian or Alaska Native Asian
 Black or African American Multiracial
 Non-Minority

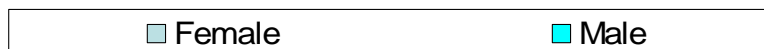
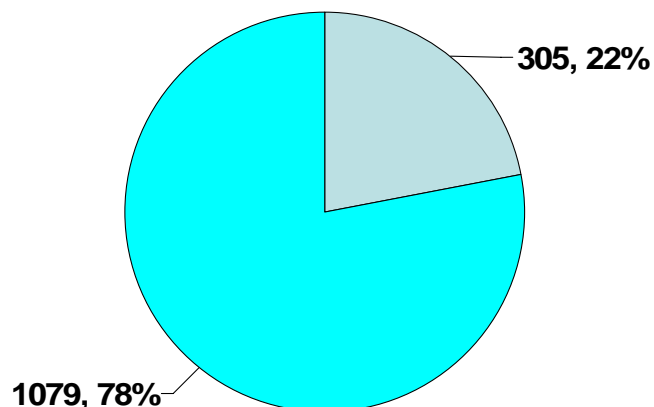
Race Designation	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	8	0.58%	0.0011%
Asian	27	1.95%	0.0038%
Black or African American	50	3.61%	0.0070%
White	1269	91.69%	0.1782%
Multiracial	9	0.65%	0.0013%
Race Unspecified	19	1.37%	0.0027%
Identity Pending	2	0.14%	0.0003%
Total	1384	100.00%	*0.1943%

* Percentage shown in this report may not add to totals due to rounding

This chart includes ES, EX and IE Pay Plans

Total Appropriated Fund Population 712,229

DoD Executives Demographics (Appropriated Fund)



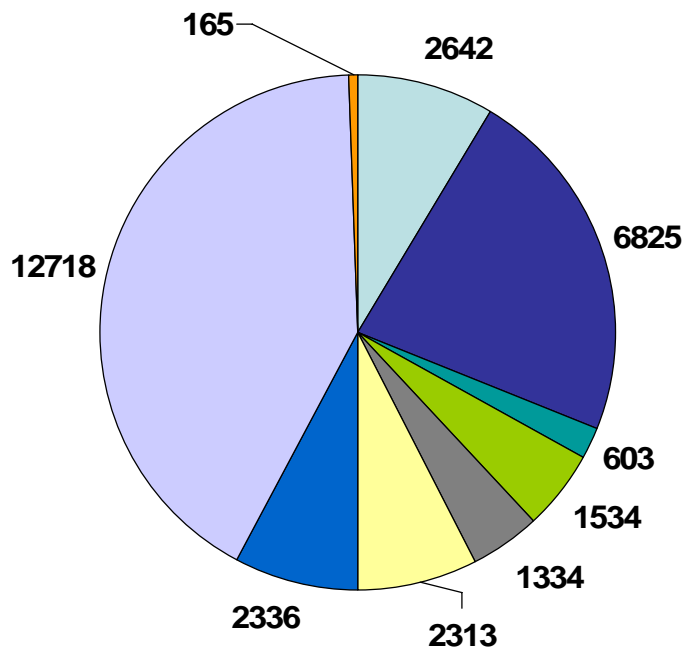
Gender	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Female	305	22.04%	0.0428%
Male	1079	77.96%	0.1515%
Total	1384	100.00%	*0.1943%

* Percentage shown in this report may not add to totals due to rounding

This chart includes ES, EX and IE Pay Plans

Total Appropriated Fund Population 712,229

Lab/Demonstration Projects (Appropriated Fund)

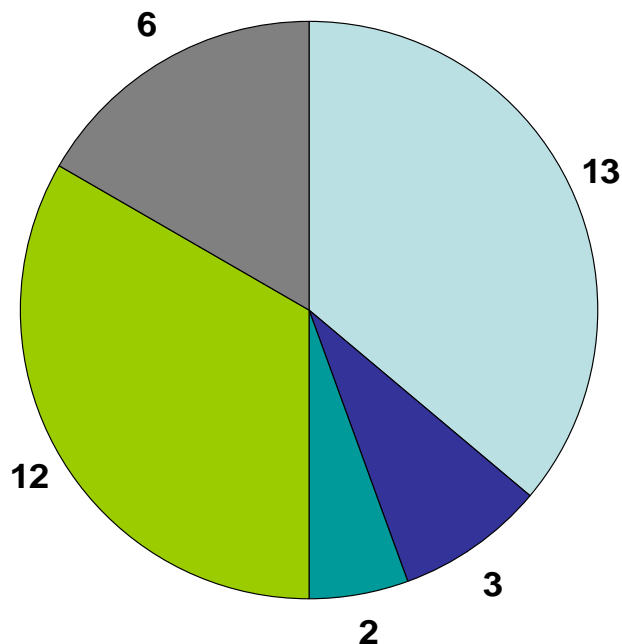


- | | |
|-------------------------------------|-------------------------------------|
| Air Force Research Lab | Army Aviation Research, Dev&Eng Ctr |
| Army Comm-Electronics Comm Research | Army Engineer Research & Dev Ctr |
| Army Medical Research and Mat Cmd | DoD Acquisition Demo |
| Naval Research Lab | Navy Warfare Center |
| Space and Naval Warfare Sys Command | |

Lab/Demos	Total	% Compared To Total Lab/Demos	% Compared To Total Appropriated Fund Population
Air Force Research Lab	2642	8.67%	0.37%
Army Aviation Research, Dev&Eng Ctr	6825	22.40%	0.96%
Army Comm-Electronics Comm Research	603	1.98%	0.08%
Army Engineer Research & Dev Ctr	1534	5.03%	0.22%
Army Medical Research and Mat Cmd	1334	4.38%	0.19%
DoD Acquisition Demo	2313	7.59%	0.32%
Naval Research Lab	2336	7.67%	0.33%
Navy Warfare Center	12718	41.74%	1.79%
Space and Naval Warfare Sys Command	165	0.54%	0.02%
Total	30470	100.00%	4.28%

Total Appropriated Fund Population 712,229

Lab/Demonstration Projects (Appropriated Fund)

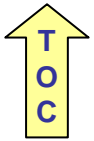


Army Aviation Research, Dev&Eng Ctr	Army Engineer Research & Dev Ctr
Army Medical Research and Mat Cmd	Naval Research Lab
Navy Warfare Center	

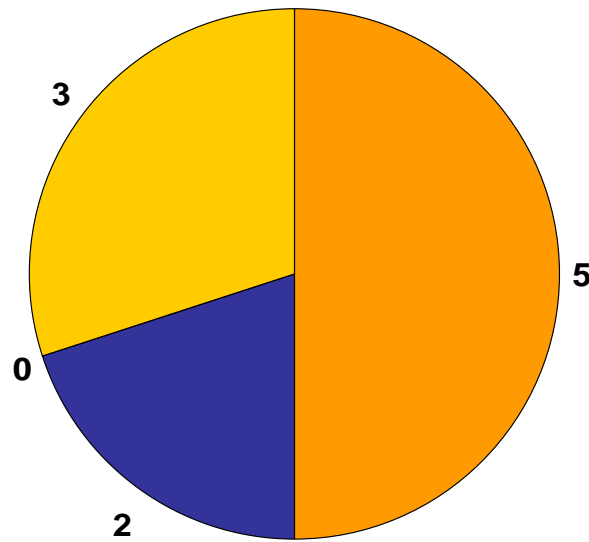
Lab/Demos High Grades	Grade 05	Compared to Total Grade 05	% Compared To Total Appropriated Fund Population	Grade 06	Compared to Total Grade 06	% Compared To Total Appropriated Fund Population
Army Aviation Research, Dev&Eng Ctr	13	48.15%	0.0018%	0	0.00%	0.0000%
Army Engineer Research & Dev Ctr	0	0.00%	0.0000%	3	33.33%	0.0004%
Army Medical Research and Mat Cmd	2	7.41%	0.0003%	0	0.00%	0.0000%
Naval Research Lab	12	44.44%	0.0017%	0	0.00%	0.0000%
Navy Warfare Center	0	0.00%	0.0000%	6	66.67%	0.0008%
Total	27	100.00%	0.0038%	9	100.00%	0.0013%

Total Appropriated Fund Population 712,229

Scientists and Engineers hired under DARPA Authority (Appropriated Fund)



Current Employees

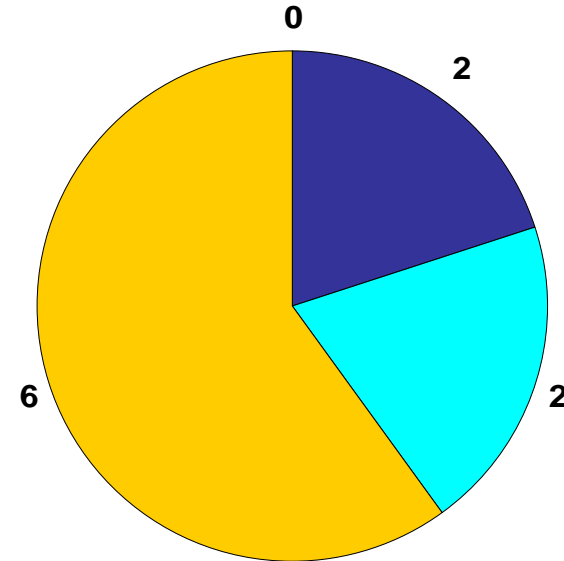


Army Navy Air Force DoD Agencies

Scientists and Engineers hired under DARPA Authority	Total	% Compared To Total Hired under DARPA Authority	% Compared To Total Appropriated Fund Population
Army	5	50.00%	0.001%
Navy	2	20.00%	0.000%
Air Force	0	0.00%	0.000%
DoD Agencies	3	30.00%	0.000%
Total	10	100.00%	0.001%

Total Appropriated Fund Population 712,229

Hires No Longer on Rolls



Army Navy Air Force DoD Agencies

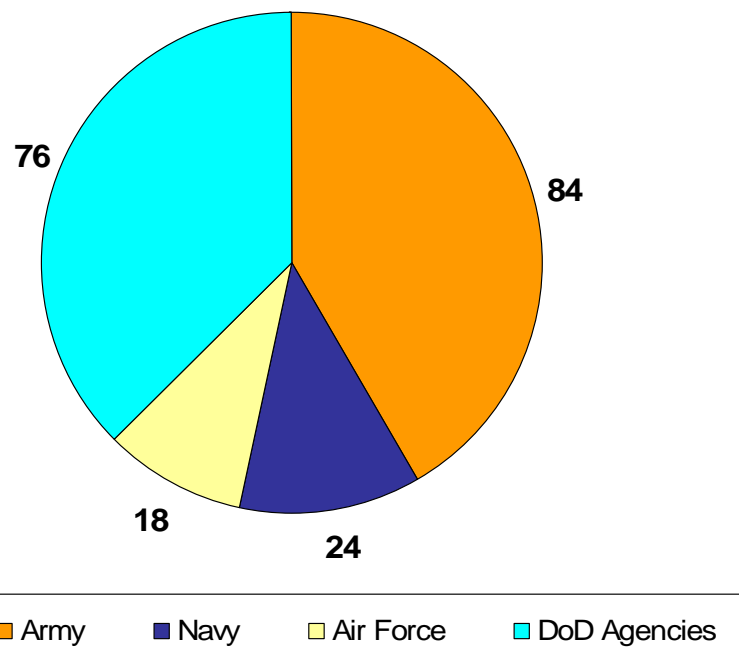
Scientists and Engineers hired under DARPA Authority and No Longer on Rolls	Total	% Compared To Total No Longer on Rolls	% Compared To Total Appropriated Fund Population
Army	0	0.00%	0.000%
Navy	2	20.00%	0.000%
Air Force	2	20.00%	0.000%
DoD Agencies	6	60.00%	0.001%
Total	10	100.00%	0.001%

Total Appropriated Fund Population 712,229

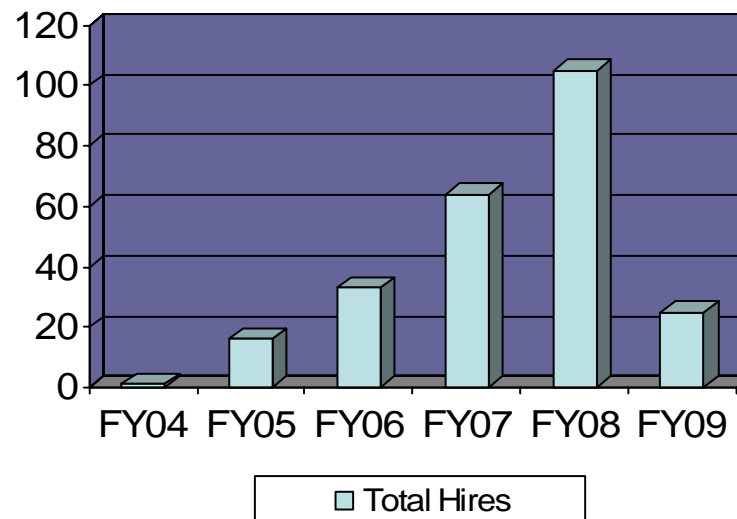
Highly Qualified Experts hired since February 27, 2004 under Legal Authority 5 U.S.C. 9903 (Appropriated Fund)



Current Employees



Total Hires since Feb 27, 2004



Highly Qualified Experts - Current Population	Total	% Compared To Total Current Population	% Compared To Total Appropriated Fund Population
Army	84	41.58%	0.012%
Navy	24	11.88%	0.003%
Air Force	18	8.91%	0.003%
DoD Agencies	76	37.62%	0.011%
Total	202	100.00%	*0.028%

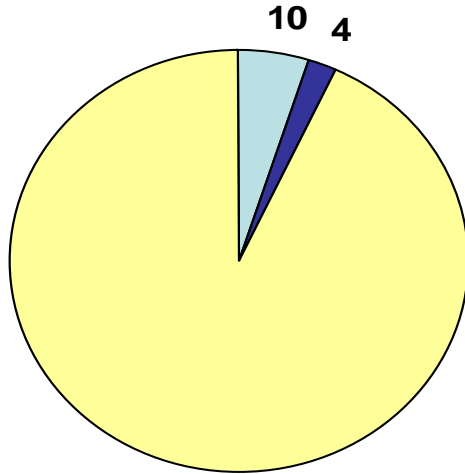
Total Hires of Highly Qualified Experts since Feb 27, 2004	Total	% Compared To Total HQE Hires by FY	% Compared To Total Appropriated Fund Population
FY04 (From Feb 27, 2004 to Sep 30, 2005)	1	0.41%	0.000%
FY05	16	6.56%	0.002%
FY06	33	13.52%	0.005%
FY07	64	26.23%	0.009%
FY08	105	43.03%	0.015%
FY09	25	10.25%	0.004%
Total	244	100.00%	*0.034%

Total Appropriated Fund Population 712,229

*Percentage shown in this report may not add to totals due to rounding

*Percentage shown in this report may not add to totals due to rounding

Highly Qualified Experts General Workforce Demographics (Appropriated Fund)

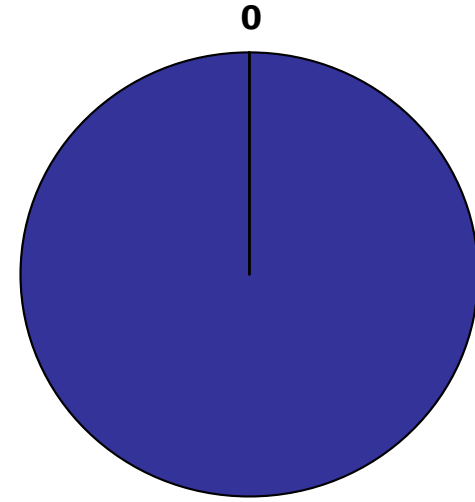


188

■ Asian ■ Black or African American ■ White

Race Designation	Total	% Compared To Total Race Designation	% Compared To Total Appropriated Fund Population
Asian	10	4.95%	0.001%
Black or African American	4	1.98%	0.001%
White	188	93.07%	0.026%
Total	202	100.00%	*0.028%

Total Appropriated Fund Population 712,229



202

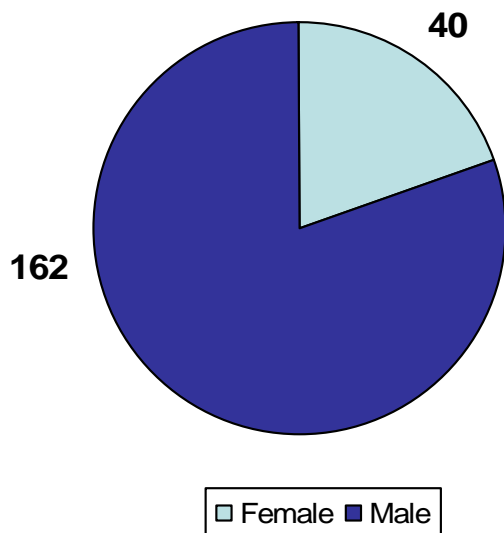
■ Hispanic ■ Not Hispanic

Ethnicity	Total	% Compared To Total Ethnicity	% Compared To Total Appropriated Fund Population
Hispanic	0	0.00%	0.000%
Not Hispanic	202	100.00%	0.028%
Total	202	100.00%	*0.028%

Total Appropriated Fund Population 712,229

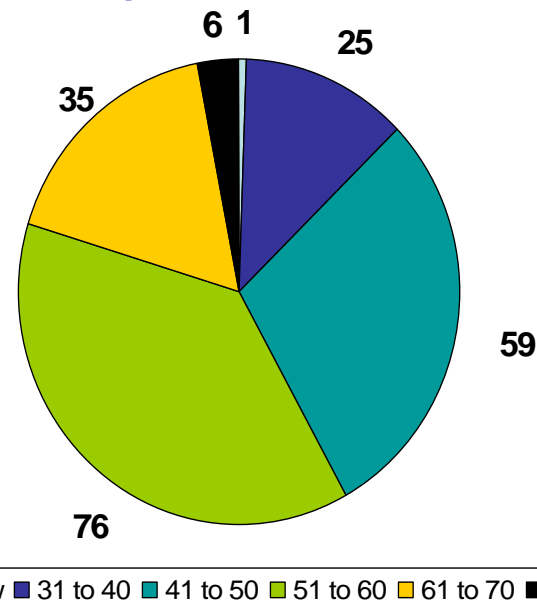
* Percentages shown in these reports may not add to totals due to rounding

Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Gender	Total	% Compared To Total Gender	% Compared To Total Appropriated Fund Population
Female	40	19.80%	0.006%
Male	162	80.20%	0.023%
Total	202	100.00%	*0.028%

Total Appropriated Fund Population 712,229

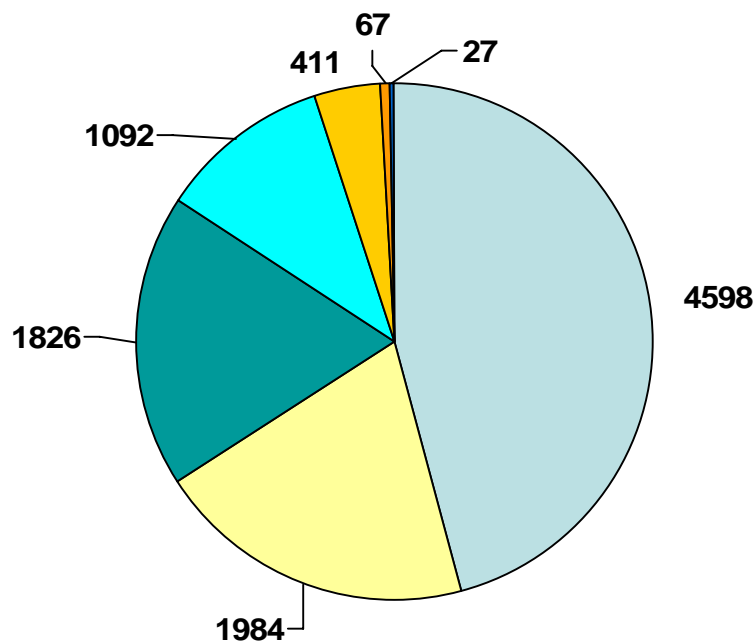


Age	Total	% Compared To Total Age	% Compared To Total Appropriated Fund Population
31 and below	1	0.50%	0.000%
31 to 40	25	12.38%	0.004%
41 to 50	59	29.21%	0.008%
51 to 60	76	37.62%	0.011%
61 to 70	35	17.33%	0.005%
Over 70	6	2.97%	0.001%
Total	202	99.50%	*0.028%

Total Appropriated Fund Population 712,229

*Percentages shown in these reports may not add to totals due to rounding

Administratively Determined (Appropriated Fund)



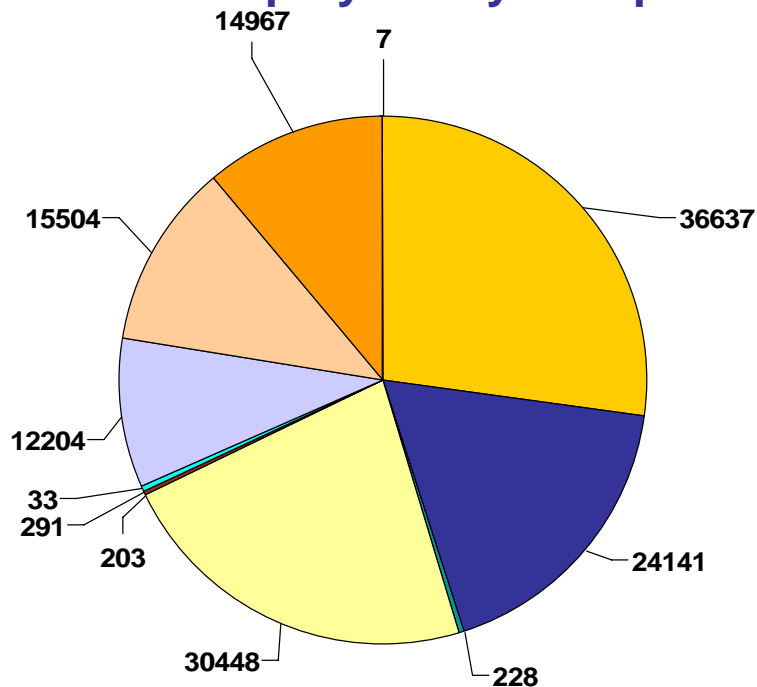
■ AD 00-04
 ■ AD 05-09
 ■ AD 10-14
 ■ AD 15-19
 ■ AD 20-24
 ■ AD 25-28
 ■ AD 30

Administratively Determined	Total	% Compared To Total Administratively Determined	% Compared To Total Appropriated Fund Population
AD 00-04	4598	45.96%	0.65%
AD 05-09	1984	19.83%	0.28%
AD 10-14	1826	18.25%	0.26%
AD 15-19	1092	10.91%	0.15%
AD 20-24	411	4.11%	0.06%
AD 25-28	67	0.67%	0.01%
AD 30	27	0.27%	0.00%
Total	10005	100.00%	1.40%

Total Appropriated Fund Population 712,229

NON APPROPRIATED FUND

Non Appropriated Fund Employees by Component



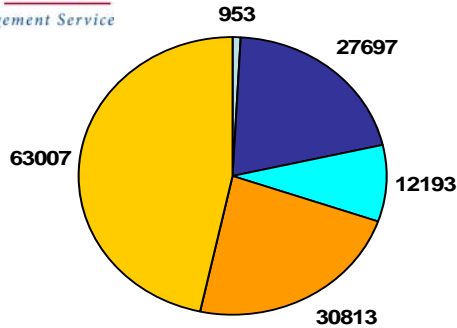
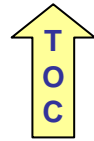
■ AAFES
 ■ Army
 ■ DHRA
 ■ Navy Exchange

■ Air Force
 ■ DFAS
 ■ Marine Corps
 ■ OSD

■ Armed Forces Information Services
 ■ DLA
 ■ Navy

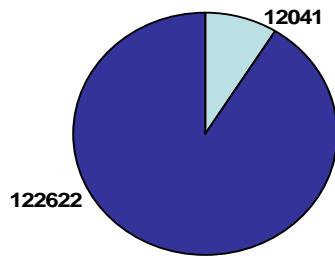
Non Appropriated Fund Employees Total = 134663		
AAFES	36637	27%
Air Force	24141	18%
Armed Forces Information Services	228	0%
Army	30448	23%
DFAS	203	0%
DLA	291	0%
DHRA	33	0%
Marine Corps	12204	9%
Navy	15504	12%
Navy Exchange	14967	11%
OSD	7	0%
Total	134663	100%

General Workforce Demographics (Non Appropriated Fund)



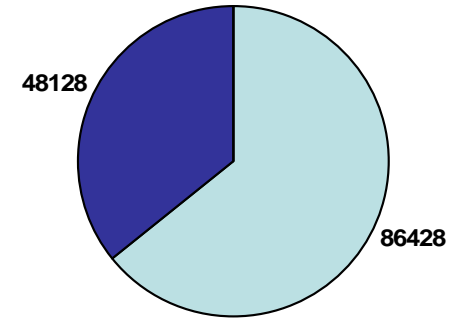
☐ Amer Indian/Alaskan Native
 ☐ Black
 ☐ Other Asian/Pacific Islander
☐ White
 ☐ Race Unspecified

Race Designation Total = 134663		
Amer Indian/Alaskan Native	953	1%
Black	27697	47%
Other Asian/Pacific Islander	12193	9%
White	30813	21%
Race Unspecified	63007	23%
Total Non Appropriated Fund Population	134663	100%



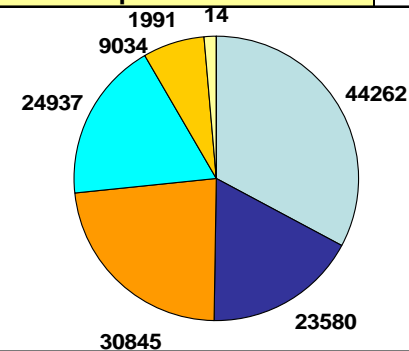
☐ Hispanic
 ☐ Not Hispanic

Ethnicity Total = 134663		
Hispanic	12041	9%
Not Hispanic	122622	91%
Total Non Appropriated Fund Population	134663	100%



☐ Female
 ☐ Male
 ☐ Unspecified

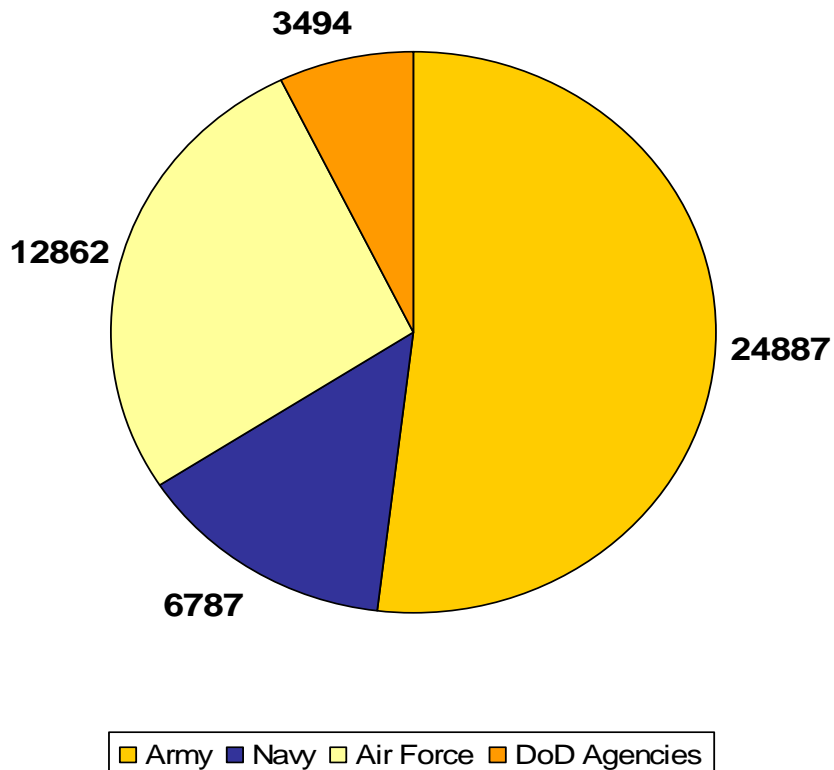
Gender Total = 134663		
Female	86428	64%
Male	48128	36%
Unspecified	107	0%
Total Non Appropriated Fund Population	134663	100%



Age Total = 134663		
30 and below	44262	33%
31 to 40	23580	18%
41 to 50	30845	23%
51 to 60	24937	19%
61 to 70	9034	7%
Over 70	1991	1%
Unspecified	14	0%
Total Non Appropriated Fund Population	134663	100%

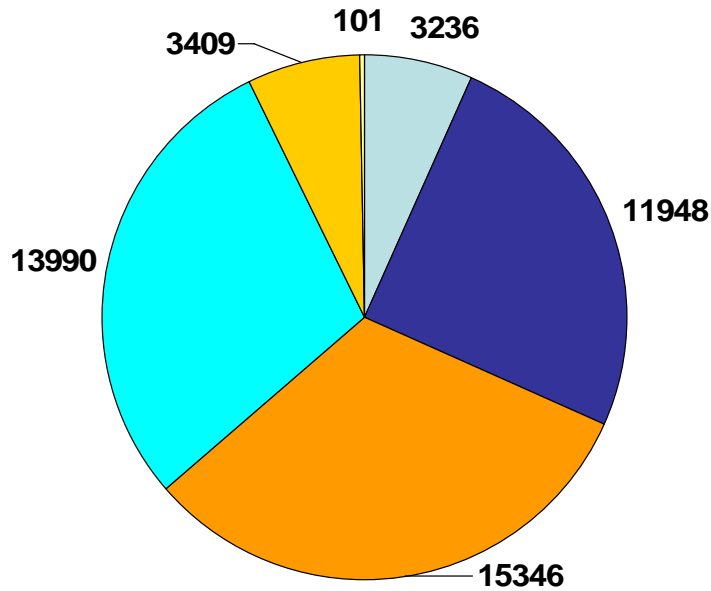
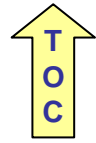
LOCAL NATIONALS

Local National Employees by Component



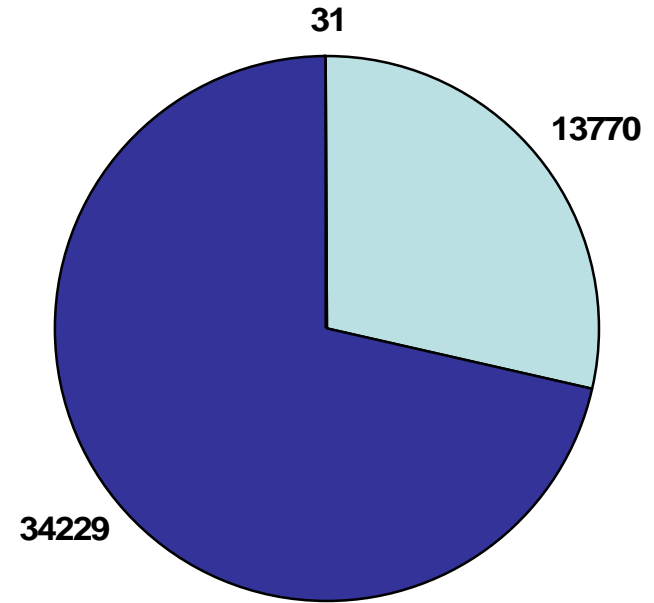
Local Nationals		
Army	24887	52%
Navy	6787	14%
Air Force	12862	27%
DoD Agencies	3494	7%
Total Local National Population	48030	100%

General Workforce Demographics (Local Nationals)



30 and below 31 to 40 41 to 49 50 to 59 60 to 69 70 and over

Age		
30 and below	3236	7%
31 to 40	11948	25%
41 to 49	15346	32%
50 to 59	13990	29%
60 to 69	3409	7%
70 and over	101	0%
Total Local National Population	48030	100%



Female Male Unspecified

Gender		
Female	13770	29%
Male	34229	71%
Unspecified	31	0%
Total Local National Population	48030	100%